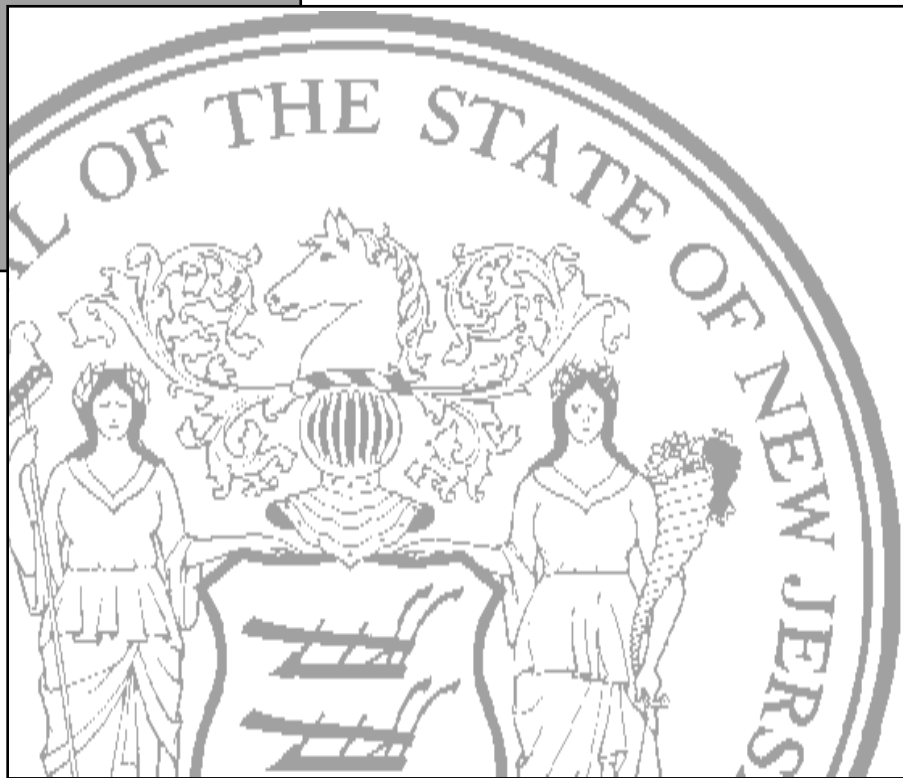


State of New Jersey

Civil Service Commission

Fiscal Year 2015



Compensation Compendium



STATE OF NEW JERSEY
CIVIL SERVICE COMMISSION

Chris Christie, Governor
Kim Guadagno, Lt. Governor

www.state.nj.us/csc

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INTRODUCTION

The following pages contain the compensation program for the State of New Jersey Executive Branch for Fiscal Year 2015.

When a salary adjustment is not specifically authorized by the Fiscal Year 2015 Salary Regulations, or by a specific allowance such as clothing or maintenance set by a labor agreement, or by a rule contained in *N.J.A.C.* Title 4A, such salary adjustment may be made only if approved by the Chair/ Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget, as provided in Section 4(A).

Salary Regulations shall be cited as SR. The citation to a particular section shall include the Fiscal Year, the numerical designation of the Section and the appropriate letter to which reference is made. Example: Payment of a teacher's educational incentive would be cited as: SR15:3F.

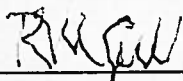
The only salary regulations currently in effect are those contained in this document. All salary regulations issued in previous fiscal years are repealed and are no longer in effect. If you have any questions, please contact the New Jersey Civil Service Commission, Compensation Management Unit at (609) 292 - 8919.

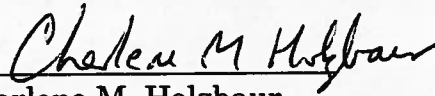
SALARY REGULATIONS

Following are the Salary Regulations for Fiscal Year 2015. They are divided into four sections as follows:

<u>Section</u>	<u>Issue Date</u>
1. Aligned Salary Regulation	December 17, 2014
Non-Aligned Salary Regulation	December 17, 2014
Attachment A	December 17, 2014
Attachment B	December 17, 2014
2. Emergency Conditions Salary Regulation	December 17, 2014
3. Special Incentive Salary Regulation	December 17, 2014
4. Miscellaneous Salary Regulation	December 17, 2014

When changes or updates are made, a supplement will be issued at that time.


Robert M. Czech
Chair/Chief Executive Officer
Civil Service Commission


Charlene M. Holzbaur
Director, Office of
Management and Budget

RECORDED BY THE CIVIL SERVICE COMMISSION AT ITS MEETING OF

DEC 17 2014

SALARY REGULATION FY 2015
SECTION 1 - ALIGNED
ISSUED: December 17, 2014

- A. EMPLOYEES COVERED** - This salary regulation applies to all employees in titles assigned to the Employee Relations Groups A, C, F, FA, H, I, J, K, L, LA, N, O, P, R, S, T, 1, 2, 4, 4A, 8 and 9 except those employees designated confidential pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A.* 34:13A-3, or other statutory authority. See “Attachment B” for provisions applicable to particular Employee Relations Groups.
- B. ADJUSTMENTS TO COMPENSATION SCHEDULES** - For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:
1. Compensation schedules will be changed by the amount indicated on “Attachment A” for the affected Employee Relations Group.
 2. The employee’s new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
 3. Employees at rates of pay between steps of the range and employees assigned to titles having no range or rate will receive the change indicated on “Attachment A.”
 4. Those employees in an Employee Relations Group that has 10 steps, who are at rates of pay beyond the salary range maximum, shall remain at that rate until the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 10 except as provided in Section 3 or by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
 5. Anniversary dates will not change as a result of application of this section.
- C. INCREMENTS** - The salary of an employee whose performance is at least successful under 5-tier rating system or commendable under the 3-tier rating system will be advanced to the next incremental step in his or her salary range on his or her anniversary date during Fiscal Year 2015; however:
1. The employee may not receive a salary increment to the ninth step of his or her salary range until he or she has been at the eighth step for 39 pay periods.
 2. See Attachment B, Paragraph 3 regarding eligibility for Step 10.

D. SALARY ADJUSTMENTS FOR NO-RANGE TITLES - The salary of an employee whose title is not assigned a range or rate may be increased by up to 5% of his or her June 27, 2014 salary, as long as the employee's performance is at least successful under 5-tier rating system or commendable under the 3-tier rating system.

1. The salary increase may only be effective 12 months or more after the employee's last increase which was not a result of an across-the-board salary increase program.
2. The appointing authority must submit an individual personnel action to grant the salary increase.

E. DURATION - This salary program will be in effect, unless superseded, through Fiscal Year 2015 only.

SALARY REGULATION FY 2015
SECTION 1 – DEPUTY ATTORNEYS GENERAL
ISSUED: December 17, 2014

- A. EMPLOYEES COVERED** - This salary regulation applies to all employees in titles assigned to Employee Relations Groups Z and ZR
- B. EXCEPTIONS** – Unless otherwise indicated, the salary regulations outlined in this section apply to both Employee Relations Groups Z and ZR employees.
- C. ADJUSTMENTS TO COMPENSATION SCHEDULES** - For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:
1. Compensation schedules will be changed by the amount indicated on “Attachment A” for the affected Employee Relations Group.
 2. The employee’s new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
 3. Those employees in ranges that have 10 steps, who are at rates of pay beyond the salary range maximum, shall remain at that rate until the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 10 except as provided in Section 3 or by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
 4. Pursuant to *N.J.A.C. 4A:3-4.5*, movement from Step 8 to Step 9 will not occur until after the employee has served thirty-nine (39) pay periods in Step 8. To be eligible for Step 10, an employee must have been on Step 9 for at least fifty-two (52) pay period.
 5. For employees in Employee Relations Group ZR only, effective July 12, 2014, any employee on Salary Ranges ZR30 and ZR33 who is above Step 10, as well as those employees on Salary Ranges ZR35 and ZR38, shall receive a one-time lump sum payment equal to 1.75% of their base salary. This lump sum will be calculated post increment, if applicable. Lump sum payments shall not be added to base salary for pension calculations.
- D. SALARY LIMITATIONS** – An employee’s salary may not exceed \$127,653.68 effective June 30, 2014 through Fiscal Year 2015.
- E. DURATION** - This salary program will be in effect, unless superseded, through Fiscal Year 2015 only.

SALARY REGULATION FY 2015
SECTION 1 - NON-ALIGNED
ISSUED: December 17, 2014

- A. EMPLOYEES COVERED** - This salary regulation applies to all employees in titles assigned to Employee Relations Groups V, W, and Y, and those employees in any of the Aligned Employee Relations Groups who are designated confidential, pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, by statutory authority.
- B. EXCEPTIONS** – Upon notice to the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget, an appointing authority may deny increments to its employees. Subsequent approval of these actions may be submitted by a department head through an individual personnel transaction.
- C. ADJUSTMENTS TO COMPENSATION SCHEDULES** - For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:
1. For those employees in any of the Aligned Employee Relations Groups who are designated confidential, pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, by statutory authority, compensation schedules will be changed by the amount indicated on “Attachment A” for the affected Employee Relations Group.
 2. The employee’s new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
 3. For those employees in any of the Aligned Employee Relations Groups who are designated confidential, pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, by statutory authority, who are at rates of pay between steps of the range and employees assigned to titles having no range or rate will receive the change indicated on “Attachment A.”
 4. Employees at rates of pay beyond the maximum shall remain at that rate unless the new range maximum meets or exceeds that rate, in which case the employee shall be placed on the highest step except as provided by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
 5. Anniversary dates will not change as a result of application of this section.

D. INCREMENTS – The salary of an employee whose performance is at least successful under 5-tier rating system or commendable under the 3-tier rating system will be advanced to the next incremental step in his or her salary range on his or her anniversary date during Fiscal Year 2015; however:

1. The employee may not receive a salary increment to the ninth step of his or her salary range until he or she has been at the eighth step for 39 pay periods.
2. See Attachment B, Paragraph 3 regarding eligibility for Step 10.

E. SALARY ADJUSTMENTS FOR NO-RANGE TITLES – The salary of an employee whose title is not assigned a range or rate may be increased by up to 5% of his or her June 27, 2014 salary, as long as the employee's performance is at least satisfactory or successful.

1. The salary increase may only be effective 12 months or more after the employee's last increase which was not a result of an across-the-board salary increase program.
2. The appointing authority must submit an individual personnel action to grant the salary increase.

F. SALARY LIMITATIONS – An employee's salary may not exceed \$127,653.68 effective June 30, 2014 through Fiscal Year 2015. Any increase not in accordance with these Salary Regulations will be reviewed on a case by case basis, submitted on a DPF-77 and should be limited to only those situations which demonstrate extraordinary justification and compelling need.

G. DURATION – This salary program will be in effect, unless superseded, through Fiscal Year 2015 only.

SALARY REGULATION FY 2015
SECTION 1 – MANAGEMENT (REPRESENTED)
ISSUED: December 17, 2014

- A. EMPLOYEES COVERED** - This salary regulation applies to all employees in titles assigned to Employee Relations Groups ‘&’ (Management Represented)
- B. EXCEPTIONS** – Unless otherwise indicated, the salary regulations outlined in this section apply only to Employee Relations Group ‘&’ employees.
- C. ADJUSTMENTS TO COMPENSATION SCHEDULES** - For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:
1. Compensation schedules will be changed by the amount indicated on “Attachment A” for the affected Employee Relations Group.
 2. The employee’s new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
 3. Those employees in ranges that have 10 steps, who are at rates of pay beyond the salary range maximum, shall remain at that rate until the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 10 except as provided in Section 3 or by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
 4. Pursuant to *N.J.A.C. 4A:3-4.5*, movement from Step 8 to Step 9 will not occur until after the employee has served thirty-nine (39) pay periods in Step 8. To be eligible for Step 10, an employee must have been on Step 9 for at least fifty-two (52) pay period.
 5. For employees in Employee Relations Group ‘&’, effective the first full pay period after July 1, 2014, who is above Step 10 of their applicable salary range shall receive a one-time lump sum payment equal to one and three quarters percent (1.75%) of their base salary.
- D. SALARY LIMITATIONS** – An employee’s salary may not exceed \$127,653.68 effective June 30, 2014 through Fiscal Year 2015.
- E. DURATION** - This salary program will be in effect, unless superseded, through Fiscal Year 2015 only.

SALARY REGULATIONS FY 2015
SECTION 1 –EXEMPT EMPLOYEES
ISSUED: December 17, 2014

- A. EMPLOYEES COVERED** – This salary regulation applies to all employees in titles assigned to Employee Relations Groups MB, MD, M, X, and 00; and members of the Senior Executive Service.
- B. EXCEPTIONS** – This salary regulation shall not be applicable to Cabinet Members, employees of the Casino Control Commission governed by section 4-C, Members of Boards, and employees affected by section 4-F, or other employees whose salary is set by statute. In exceptional cases a recommendation may be submitted for review.
- C. SALARY LIMITATIONS** – An employee's base salary may not exceed \$127,653.68 effective June 30, 2014 through Fiscal Year 2015. Any increase not in accordance with these Salary Regulations will be reviewed on a case by case basis, submitted on a DPF-77 and should be limited to only those situations which demonstrate extraordinary justification and compelling need.
- D. DURATION** – This salary regulation will be in effect, unless superseded, only through Fiscal Year 2015.

SALARY REGULATION FY 2015
SECTION 1 - ATTACHMENT A
ISSUED: December 17, 2014

<u>ERG</u>	<u>Increases Granted</u>	<u>Effective Date</u>	<u>Special Provisions</u>
C,I,O	1.75%	07/12/2014	
A,P,R,S	1.75%	07/12/2014	
H	1.75%	07/12/2014	
F, L, LA		07/12/2014	Step 1-9 1.00% increase Step 10 1.50% increase
J	1.25%	07/12/2014	
1	1.25%	07/12/2014	
8		07/12/2014	Title Codes 32647 & 32645 get a 1.5% increase of Step 10 Title Code 32646 gets a 0.75% increase of Step 10
FA	1.00%	07/12/2014	All Ranges – Steps 1 to 9 Ranges 17+ - Step 10
	1.25%	07/12/2014	
K & 2	1.25%	07/12/2014	Step 10 only
ZR	1.75%	07/12/2014	
4	1.25%	07/12/2014	
4A	1.25%	07/12/2014	
M3	1.25%	07/12/2014	
&			New Tables

SALARY REGULATION FY 2015
SECTION 1 - ATTACHMENT B
ISSUED: December 17, 2014

SPECIAL PROVISIONS

1. Employee Relations Groups A, P, R, and S

Full time employees earning less than \$100,000 per annum who work second (afternoon or evening) or third (night or midnight) shifts shall be eligible for a \$0.25 per hour shift bonus/differential for those hours during the second or third shift. Permanent part time employees who work at least half-time, five days a week are also eligible for the \$0.25 per hour shift differential for all hours on the second or third shift.

2. Employee Relations Groups C, H, I, and O

The shift bonus/differential for full-time employees earning less than \$55,000 per annum or permanent part-time employees earning the same pro rata share of \$55,000 per annum on the second (2nd) and third (3rd) shifts which are commonly known as the afternoon or evening shift and the night or midnight shift will be \$0.25 per hour. Employees assigned to the second (2nd) and (3rd) shifts shall receive the shift differential for all paid leave.

For Employee Relation Groups C, H, I, and O - Full-time employees on the active payroll as of the first full pay period after July 1, 2014 (16/14), who earn less than \$39,900 in base salary as of the day before that date (June 30, 2014), shall receive a cash bonus not included in base salary of the differential of their across-the-board increase and the amount of the across-the-board increase calculated on a base salary of \$39,900. This bonus shall be paid on Supplemental O, 2014.

Example:

Threshold Amount:	$\$39,900 \times 1.75\% = \698.25
Employee's Salary as of 06/20/2014	$\$25,000 \times 1.75\% = \437.50
Differential (cash bonus amount)	\$260.75

3. Employee Relations Groups A, C, F, FA, H, I, J, K, L, O, P, R, S, V, W, Y, 1, 2, 4, 4A and 8: 10th Step Implementation

Effective June 24, 2006, employees in the above listed employee relations groups will have a tenth step added to their salary schedules. The instructions below explain the manner in which this will be implemented.

- a) An employee at the ninth step of the range only becomes eligible for advancement to the tenth step, if warranted, by performance, following completion of 52 pay periods.
- b) A current employee's anniversary date may change as a result of an advancement pay adjustment. See *N.J.A.C. 4A:3-4.9*. If the anniversary date is advanced based on the date of adjustment, and the employee is at the ninth step, the new anniversary date is the first pay period following the completion of 52 full pay periods after the date of that adjustment.
- c) When an advancement is applied, the anniversary date will be retained if the total salary increase, after workweek adjustment, is less than two increments in the employee's previous range. If the total salary increase after workweek adjustment is two increments or more, or the advancement results in step 10, the anniversary will be determined by the effective date of the action (frozen if step 10).
- d) When a demotion is applied, and the action results in step 9, the employee shall be eligible for advancement to step ten, if warranted by performance, on the pay period that reflects the difference between the time served on the step prior to demotion and 52 pay periods. If the action results in step 10, the anniversary date is set to the pay period and calendar year of the effective date of the action.

4. Employee Relations Group FA

Employees who are appointed to the following titles during Fiscal Year 2015, shall be paid an annual salary as shown below:

Campus Police Officer Recruit (55172)	\$40,000.00
Conservation Officer Recruit (32648)	\$45,000.00
Police Officer Recruit, Human Services (55171)	\$40,000.00
State Park Police Officer Trainee (55173)	\$40,000.00

5. Employee Relations Groups F and L

- a) The stipend for the title Correction Officer Apprentice (32650) shall be \$34,000.00 per year.
- b) Effective pay period 11, 2009, the salaries of new employees in the titles Correction Officer Recruit (55628) and Correction Officer Recruit Juvenile Justice Commission (55629) will be \$40,000.00 per year and notwithstanding any other provision of the applicable negotiations agreement will remain at \$40,000.00 through the term of such agreement.

6. Employee Relations Group 8

- a) Effective March 11, 2010, any employee who is promoted to the title of Investigator Secured Facilities (32647) shall receive a salary increase by receiving the amount necessary to place them on the appropriate salary range (Employee Relations Group 8, Range 20) on the lowest step that provides them with an increase in salary from the salary they were receiving at the time of promotion. Notwithstanding any regulation or authority to the contrary, no employee shall receive any salary greater than the increase provided for above upon promotion to Investigator Secured Facilities.
- b) Employees in the title of Principal Investigator (32646) who are at Step 10 as of June 30, 2014 shall receive a one-time lump sum cash bonus of \$800.00

7. Employee Relations Group K and 2

Effective March 11, 2010, the salary of any employee who is appointed to any title within the “K” or “2” Employee Relations Groups shall receive a salary increase by receiving the amount necessary to place them in the appropriate salary range on the lowest step that provides them with an increase in salary from the salary they were receiving at the time of promotion. No employee shall receive any salary increase that is greater than the increase provided for above upon appointment to any title within the “K” or “2” Employee Relations Groups.

8. Employee Relations Groups J and 1

- a) Pursuant to the 2011 amendment to the *N.J.A.C.* 4A:3-4.9 by the Civil Service Commission, which applies to every employee promoted into this unit, any employee who is promoted to any job title represented by NJSOLEA shall receive a salary increase by receiving the amount necessary to place them on the appropriate salary guide on the lowest step that provides them with an increase in salary from the salary that they were receiving at the time of the promotion. No employee shall receive any salary increase greater than the increase provided for above upon promotion to any job title represented by NJSOLEA.

9. Employee Relations Groups 4, 4A and M3

- a) Pursuant to the 2011 amendment to *N.J.A.C.* 4A: 3-4.9 by the Civil Service Commission, which applies to every employee promoted into this unit, any employee who is promoted to any job title represented by NJLECOA, except for the title of Corrections Major, shall receive a salary increase by receiving the amount necessary to place them on the appropriate salary guide on the lowest step that provides them with an increase in salary from the salary that they were receiving at the time of the promotion. Consistent with that rule change, no employee shall receive any salary increase greater than the increase provided for above upon promotion to any job title represented by NJLECOA, except for the title of Corrections Major.
- b) Effective the first full pay period after July 1, 2014 (pay period 16/14), the \$117,160 (FY14 salary) base salary of Correction Majors shall be increased by one and on-quarter percent (1.25%) from \$117,160 to a base salary of \$118,624.50.
- c) Any Corrections Major whose base salary as of June 30, 2014 is above the single salary rate shall have his/her base salary 'red circled' and said salary shall remain frozen until his/her base salary is equal to or less than the applicable non-red circled base salary. Any Corrections Major whose base salary is greater than \$117,160, but less than \$118,624.50 as of June 30, 2014, shall have his/her base salary increased to \$118,624.50 with the difference between one and one-quarter percent (1.25%) of his/her base salary as of June 30, 2014 and the amount his/her base salary was increased, paid in a one-time lump sum payment, which shall not be included in base salary.

- d) Effective the first full pay period after July 1, 2014 (pay period 16/14), there shall be a one and one-quarter percent (1.25%) across the board increase applied to the salary guides for Supervising Conservation Officers, Chief Investigator, Parole & Secured Facilities (JJC), and Assistant Chief Investigator, Secured Facilities, whose salary is within the salary range for that title in effect as of June 30, 2014.
- e) Effective the first full pay period after July 1, 2014 (pay period 16/14), Corrections Majors whose base salaries have been red circled and who do not receive any portion of the increase in (b) above shall receive a one-time lump sum cash bonus of one thousand, four hundred and fifty dollars (\$1,450), which shall not be included in base salary.
- f) Effective the first full pay period after July 1, 2014 (pay period 16/14), Supervising Parole Officers, Corrections Captains (JJC), and Assistant Chief Investigator, Secured Facilities, whose salary is above the then current salary range for that title and who do not receive the increase in (d) above shall receive a one-time lump sum cash bonus of one thousand, four hundred and fifty dollars (\$1,450), which shall not be included in base salary.
- g) All Corrections Majors, in that title as of July 1, 2014, shall receive a one-time lump sum cash bonus of one thousand, five hundred dollars (\$1,500), which shall not be included in base salary.

10. Employee Relations Groups LA

Effective July 1, 2012 the salary of any employee who is appointed to Corrections Officer Recruit (32641) or Corrections Officer Recruit, Juvenile Justice (40804) within the "LA" Employee Relations Group shall be subject to the LA salary scale upon promotion to Senior Corrections Officer (32642) or Senior Corrections Officer, Juvenile Justice (40808).

11. Employee Relations Group FA

Effective the first full pay period after July 1, 2014 (pay period 16/14), Step 10 for Campus Police Officer will be increased to \$78,838.11 (Range 16A)

SALARY REGULATION FY 2015
SECTION 2 - EMERGENCY CONDITION RATES
ISSUED: December 17, 2014

A. ELIGIBILITY

Employees will be paid special project rates as indicated below for work done in excess of normal work hours on emergency maintenance, construction or other related activities in situations which constitute unreasonable safety hazards to the public, employees, or property of the State. Code Rates 1, 2, 6 and 7 are applicable to all emergency situations including winter weather conditions.

<u>JOB DESCRIPTION</u>	<u>CODE</u>
Supervisors who are in charge of emergency Statewide or district operations including both force account and contractor operations as well as electrical operations.	1
Supervisors who are in charge of area or district operations, as well as warehouse, garage or maintenance operations; or lead State or district control center operations.	2
Employees who assist and/or supervise sectional or area crews or assist in state or regional control center which may consist of skilled, semi-skilled and/or unskilled workers.	3
Employees who operate heavy duty equipment and perform mechanical repair work; perform skilled labor involved in the repair of equipment, bridges, buildings, electrical installations, etc. or supervise the distribution of inventory parts for emergency operations.	4
Employees who perform semi-skilled work including the operation of trucks, graders, front end loaders, compressors, and other mechanical equipment; make or assist in making occasional mechanical or electrical repairs; distribute inventory parts for emergency operations; or handle radio communications console at base radio stations; or assist in State or district control center operations.	5

Employees who perform manual unskilled work or clerical tasks involved in emergency operations; or assist in the maintenance and repair of mechanical and motorized equipment. 6

Code Rate 7 is reserved exclusively for the Department of Transportation, and is applicable to all emergency situations, including winter weather conditions, for supervisors only, in the Trenton Emergency Control Center when fully mobilized. 7

B. WINTER WEATHER CONDITIONS

Codes C, D, and E are to be used exclusively for emergency work performed in excess of normal work hours related to winter weather conditions, such as snow removal, ice control, etc. The program will start September 20, 2014 (pay period 21/14) and end on April 3, 2015 (end pay period 08/15).

<u>JOB DESCRIPTION</u>	<u>CODE</u>
Employees who supervise and/or assist in the supervision of sectional or area crews.	C
Employees who operate heavy duty equipment, such as truck/ front end loader mounted snow blowers; perform mechanical repair work; supervise the distribution of inventory parts for emergency operations; perform skilled labor involved in the repair of equipment; or act as Department representative assigned to snow removal activities.	D
Employees who operate “walk behind” snow blowers, graders, front end loaders, trucks, snow plows, material spreaders, compressors, and other mechanized equipment; make or assist in making occasional mechanical or electrical repairs; distribute or assist in the distribution of inventory parts for emergency operations; or handle radio communications consoles at base radio stations; or assist in State or district control center operations.	E

C. EMERGENCY CONDITION RATES - HOURLY

	Effective 07/01/2014 – 07/11/2014	Effective 07/12-2014 – 06/30/2015
Code 1	\$55.87	\$56.85
Code 2	\$48.24	\$49.08
Code 3	\$41.69	\$42.42
Code 4	\$38.18	\$38.85
Code 5	\$31.41	\$31.96
Code 6	\$24.53	\$24.96
Code 7	\$48.91	\$49.77

Effective: September 20, 2014 through April 3, 2015

Code C	\$51.76
Code D	\$47.02
Code E	\$44.10

D. DURATION - This Section will be in effect, unless specified otherwise, through Fiscal Year 2015 only.

SALARY REGULATION FY 2015
SECTION 3 - SPECIAL INCENTIVE PROGRAMS
ISSUED: December 17, 2014

A. HEALTH CARE TITLES

1. Appointing authorities may appoint new employees or current employees, upon their initial appointment to a title listed below in their appointing authority, who have attained the requisite education and experience to the titles indicated below, up to the corresponding steps shown, without obtaining the prior approval from the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget based on consideration of such factors as its ability to recruit and retain employees:

<u>Title Codes</u>		<u>Up to Step</u>
51200	Advanced Practice Nurse	9
03862	Charge Nurse - 10 Months	9
03853/59966	Charge Nurse - 12 Months	9
00545	Chief Nursing Officer, Psychiatric	9
44782	Clinical Nutritionist	9
00473	Clinical Specialist in Psychiatric Nursing	9
03963	Eye Health Nurse	9
60280	Field Invtgr., Nursing Care Inst. Elderly	6
60451	Health Care Services Evaluator/Nurse	6
04116D	Human Services Tech. Deaf Language Specialist	9
55892	Interpreter for the Deaf	9
01403	Learning Disabilities Specialist	9
03671	Occupational Therapist	9
03669	Occupational Therapy Assistant	9
07752	Physician Assistant	9
03691	Physical Therapist	9
03690	Physical Therapy Assistant	9
03844	Practical Nurse	5
03674	Principal Occupational Therapist	9
03696	Principal Physical Therapist	9
62358	Quality Assur. Spec., Health Svs., Nursing	6
03894	Regional Staff Nurse Medical Assistance	6
03120	School Nurse	9

<u>Title Codes</u>		<u>Up to Step</u>
73103	School Social Worker	9
03672	Senior Occupational Therapist	9
03692	Senior Physical Therapist	9
03653	Speech/Hearing Specialist 1	9
03841	Staff Nurse - 10 Months	9
03852	Staff Nurse - 12 Months	9
44784	Supervising Clinical Dietitian	9
03854	Supervisor of Nursing Services	9

B. STATE BUDGET SPECIALIST/DATA PROCESSING TITLES

1. State agencies may appoint a new employee into one of the titles (including variants) indicated below up to and including the ninth step of the salary range without obtaining prior approval from the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget.

<u>Title</u>	<u>Title Code</u>
Administrative Analyst 1, Data Processing	50106D/50076G
Administrative Analyst 2, Data Processing	50104D/50075G
Administrative Analyst 3, Data Processing	50102D/50073F
Administrative Analyst 4, Data Processing	50100D/50072D
Computer Operator Assistant	53301
Data Base Analyst 1	53005
Data Base Analyst 2	53003
Information Technology Specialist	53261/53262
Data Processing Systems Programmer 1	53275
Data Processing Systems Programmer 2	53274
Management Information Systems Coordinator	53105
Management Information Systems Specialist 2	53103
Manager 1 Information Processing	64775/64776
Manager 2 Information Processing	64777/64778
Manager 3 Information Processing	64779
Network Administrator 1	10107/10137
Network Administrator 2	10108/10136
Professional Svs. Specialist 1, Computer Services	81272
Professional Svs. Specialist 2, Computer Services	81265
Professional Svs. Specialist 3, Computer Services	81258
Professional Svs. Specialist 4, Computer Services	81254
Project Manager Data Processing	53023

Software Development Specialist Assistant	53271
Software Development Specialist 1	10237
Software Development Specialist 2	10236
Software Development Specialist 3	10235
Supervising Administrative Analyst	50077/50108

2. State agencies may adjust the salary of an employee serving in one of the titles listed below provided the employee has a substantiated bona fide offer of employment from another employer, at a salary which exceeds the present salary of the employee, and whose loss to the State agency will be detrimental. This salary adjustment may also apply to managers of those who supervise information technology functions. Only one such increase may occur in an 18 month period, and may not exceed \$8,000 or three steps in the salary range to which the employee's title is assigned, whichever is higher. An employee who is at the maximum of his/her salary range can only receive such increases as lump sum payments, not added to base salary.

<u>Title</u>	<u>Title Code</u>
Manager 1 Information Processing	64775/64776
Manager 2 Information Processing	64777/64778
Manager 3 Information Processing	64779
Project Manager Data Processing	53023
Supervising Administrative Analyst	50077/50108
State Budget Specialist 1	50841
State Budget Specialist 2	50840
State Budget Specialist 3	50839
State Budget Specialist 4	50838

3. Implementation of this program is by submission of individual personnel actions citing this Salary Regulation.

C. ENGINEERING AND OTHER TECHNICAL TITLES

1. State agencies may appoint a new employee into one of the titles (including variants) indicated below up to and including the indicated step of the salary range without obtaining prior approval from the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget.

<u>Title</u>	<u>Title Code</u>	<u>Step</u>
Architectural Assistant	17692	5
Assistant Engineer Civil (40)	14092	5
Assistant Engineer Civil (35)	59922	5
Assistant Engineer Electrical	16692	5
Assistant Engineer Materials	13092	5
Assistant Engineer Mechanical	16892	5
Assistant Engineer Planning	12692	5
Assistant Engineer Traffic	11282	5
Assistant Engineer Transportation	10272	5
Environmental Engineer (NE)	16302	6
Environmental Engineer (40)	16312	5
Assistant Geologist (40)	03042	5
Assistant Geologist (NE)	03052	6

D. MISCELLANEOUS TITLES

1. State agencies may appoint a new employee into one of the titles indicated below up to and including the indicated step of the salary range without obtaining prior approval from the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget.

<u>Title</u>	<u>Title Code</u>	<u>Step</u>
Boat Attendant	43323	5
Bus Driver	20145	8
Maintenance Worker – Boat Operator	43342	5
Maintenance Worker 2	43032	5
Maintenance Worker 2, Transportation	42111	5
Operating Engineer 1	40423	6
State Budget Specialist 1	50841	9

E. TEACHERS: SALARY RANGE ADJUSTMENTS

1. The titles listed below have been determined to be eligible for the Teacher Two-Range Salary Increase Program which was initiated in October, 1990 and supplemented in June, 1994. This adjustment applies to those titles in Employee Relations Groups A, P, R, and S which function as classroom teachers or instructors, except for those employees designated confidential pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A. 34:13A-3*, or other statutory authority.
2. These increases do not impact on the class code or job content evaluation of affected titles.

<u>Title</u>	<u>Title Codes</u>
Asst. Supervisor of Ed. Programs 1	72756/72744
Instructor, CBVI 12 Months	62663
Instructor 1, 12 Months	75475
Instructor 1 Education, 10 Months	73093
Instructor 1 Education, 12 Months	73193
Instructor 2 Education, 10 Months	73092
Supervisor of Educational Programs 1	72760/72745
Supervisor of Educational Programs 2	72758/72753
Teacher 1, 12 Months	75293
Teacher 2, 10 Months	75282
Teacher 2, 12 Months	75292
Teacher 3, 12 Months	75291

F. TEACHERS: EDUCATIONAL INCENTIVE PROGRAM

1. Employees serving in one of the titles indicated below are eligible for this incentive program.
2. Effective on the first pay period following presentation of a Master's Degree by an employee to the appointing authority, the salary of the employee is adjusted upward by the amount of one increment of the salary range assigned to the employee's title.
3. Effective on the first pay period following presentation of a Doctorate Degree by an employee to the appointing authority, the salary of the employee is adjusted upward by the amount of one increment of the salary range assigned to the employee's title.

4. This program is not applied to the Master's Degree which is necessary to meet the minimum educational requirements for the title held by the employee. An employee receives only one additional increment for possession of a Master's Degree and one additional increment for possession of a Doctorate Degree.
5. Application of this program may result in a rate beyond the maximum step of the salary range assigned to the employee's title. In such cases, the additional amount is recorded as extra salary. Future adjustments due to across-the-board increases, promotion or reevaluation are based upon total salary, including extra salary, until termination of employment in an eligible title.
6. Implementation of this program is by submission of individual personnel actions citing this Salary Regulation.

<u>Title</u>	<u>Title Codes</u>
Asst. Supervisor of Educational Programs 1	72756/72744
Instructor, CBVI 12 Months	62663
Instructor 1, 12 Months	75475
Instructor 1 Education, 10 Months	73093
Instructor 1 Education, 12 Months	73193
Instructor 2 Education, 10 Months	73092
Supervisor of Educational Programs 1	72760/72745
Supervisor of Educational Programs 2	72758/72753
Teacher 1, 12 Months	75293
Teacher 2, 10 Months	75282
Teacher 2, 12 Months	75292
Teacher 3, 12 Months	75291

G. NURSES: SALARY RANGE ADJUSTMENTS

1. The titles listed below are eligible for the Nurses' Two-Range Salary Increase Program, initiated in October, 1990. This adjustment applies to those titles in Employee Relations Groups A, P, R and S requiring licensure as a registered professional nurse, except for those employees designated confidential pursuant to the New Jersey Employer-Employee Relations Act, *N.J.S.A.* 34:13A-3, or other statutory authority.
2. These increases do not impact on the class code or job content evaluation of affected titles.

<u>Title</u>	<u>Title Codes</u>
Charge Nurse, 10 Months	03862
Charge Nurse, 12 Months	03853/59966
Clinic Nurse	03952/07750
Clinical Specialist in Psych. Nursing	00473
Eye Health Nurse	03963
Field Invest. Nursing Care Instit. Elderly	60280
Health Care Services Evaluator/Nurse	60451
Instructor of Nursing	03874
Nursing Consultant	00183
Public Health Consultant 1 Nursing	60611
Public Health Consultant 2 Nursing	60610
Quality Assurance Spec., Health Svcs., Nursing	62358
Regional Staff Nurse, MAHS	03894/03897
Senior Clinic Nurse	03953/07751
Staff Nurse, 10 Months	03841
Staff Nurse, 12 Months	03852
Supervisor Complaint & Surveillance	60456
Supervisor of Nursing Services	03854

H. NURSES: SALARY RANGE ADJUSTMENT - SUPPLEMENT

1. The titles listed below are eligible for the Nurses' One-Range Salary Increase Program, initiated on October 5, 2002. This adjustment applies only to those titles in Employee Relations Groups P, R and S requiring licensure as a registered professional nurse, except for those employees designated confidential pursuant to the New Jersey Employer-Employee Relations act, *N.J.S.A.* 34:13A-3, or other statutory authority.

2. These salary range adjustments are in addition to the salary range adjustments previously provided in Section G of this Compendium. These increases also do not impact on the class code or job content evaluation of the affected titles.

<u>Title</u>	<u>Title Codes</u>
Charge Nurse, 10 Months	03862
Charge Nurse, 12 Months	03853/59966
Clinical Specialist in Psychiatric Nursing	00473
Instructor of Nursing	03874
Staff Nurse, 10 Months	03841
Staff Nurse, 12 Months	03852
Supervisor of Nursing Services, 10 Months	03849C
Supervisor of Nursing Services, 12 Months	03854

I. NURSES: EDUCATIONAL INCENTIVE PAYMENT

1. Based upon availability of funds, an annual lump sum educational incentive payment will be paid to all Registered Professional Nurses employed on a ward in a facility operating on a three shift, seven-day schedule.
2. Registered Professional Nurses must be in a nursing position involved in direct care and must commit to serving in such capacity for a period of one year from receipt of payment.
3. Employees will only be eligible for the highest level of payment.
4. Payments:

Bachelor of Science in Nursing	\$1,000.00
Master of Science in Nursing	\$1,500.00
Certification by the American Nurse Credentialing Center as a Clinical Nurse Specialist	\$2,500.00
5. Employees must have been functioning as Registered Professional Nurses in accordance with 1 and 2 above for one year by December 1 to be eligible for payment.

J. STATE POLICE

1. State Police Sergeants assigned in the Field Operations Section and who at the sole discretion of the Superintendent are designated as Staff Sergeants shall receive additional compensation in the amount of an added increment during the term of their assignment as Staff Sergeant. Such additional compensation shall not be included in the calculation of prospective salary changes. Employees already at the maximum of the salary range shall be permitted to exceed the maximum by the value of this additional compensation.

<u>Title</u>	<u>Title Code</u>	<u>Functional Title</u>
Sergeant (Field Operations)	31862D	Staff Sergeant

- K. DURATION** - This Section will be in effect, unless specified otherwise, through Fiscal Year 2015 only.

SALARY REGULATION FY 2015
SECTION 4 - MISCELLANEOUS
ISSUED: December 17, 2014

A. SALARY ADJUSTMENTS

1. Any salary adjustment not specifically authorized by these regulations must demonstrate extraordinary justification and compelling need for such action. Such request shall be submitted on a DPF-77 and shall include required evaluative comments and recommendation of the department head.
2. The following actions also require the approval of the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget:
 - a. Hiring above the authorized hiring rate for a title
 - b. Compensation for serving in a higher capacity than an employee's current title
 - c. Negative salary adjustment

B. SEASONAL AND STUDENT ASSISTANTS - Rates of Pay and Minimum Requirements

1. The following are maximum pay rates for Seasonal and Student Assistants in the titles listed below and are in effect through Fiscal Year 2015.

Group 1 – Office Clerical

TITLES	HOURLY RATE
General Office Clerical (File Clerk, Receptionist, Driver, etc.)	\$8.25
Specialized Office Clerical (Typists, Word Processors, etc.)	\$8.99

Group 2 – Outdoor Recreation

TITLES	HOURLY RATE
Seasonal Lifeguard	\$8.25 to \$14.25
<u>Special Requirement:</u> Possess a Sr. Red Cross Lifesaving Certificate	
Seasonal Senior Lifeguard	\$8.60 to \$14.75
<u>Special Requirement:</u> Possess a Sr. Red Cross Lifesaving Certificate	
Seasonal Recreation Aide	\$8.25
Seasonal Recreation Assistant	\$8.50
Seasonal Park Ranger, PIP	\$10.15

Group 3 – Maintenance & Inspection

TITLES	HOURLY RATE
Seasonal Maintenance Assistant	\$8.25
Seasonal Maintenance Worker	\$8.60
Seasonal Examiner, M.V.	\$9.80
<u>Special Requirement:</u> Must Be 18 Years of Age	
Traffic Enumerator	\$8.25
<u>Special Requirement:</u> Must Be 18 Years of Age	

Group 4 – Professional Assistance

TITLES	HOURLY RATE
Seasonal Teacher/Instructor/Counselor <u>Special Requirement:</u> Baccalaureate Degree	\$66.10 DAILY
Seasonal Teaching Aide <u>Special Requirement:</u> Completed 2 year of college with exp. in Education	\$48.04 DAILY
Seasonal Student Assistants	
- High School Graduate	\$8.25
- Completed 1 Year of College	\$8.99
- Completed 2 Years of College	\$9.20
- Associate Degree	\$9.20
- Completed 3 Years of College	\$9.60
- Baccalaureate Degree	\$11.48
- Completed 1 Year of Grad School	\$12.44
- Completed 2 Years of Grad School	\$14.64
Seasonal Student Assistant (Engineering)	
- Completed 2 Years of College	\$12.04
- Completed 3 Years of College	\$12.44
Seasonal Student Assistant (Law Clerk)	
- Completed 1 Year of Law School	\$12.44
- Completed 2 Years of Law School	\$14.64
Seasonal Student Assistant (Med/Dental)	
- Completed 2 Years of Medical or Dental School	\$14.64

2. In addition to meeting any special requirements listed for the position applied for, applicants must be at least 16 years of age and be able to read, write, speak and understand English sufficiently to perform the duties of the job. American Sign Language or Braille may also be considered as acceptable forms of communication.
3. Hiring preference for Seasonal and Student Assistants must be given to New Jersey residents.
4. An appointing authority who wishes to request the establishment of a Seasonal or Student Assistant position must submit a request to the Civil Service Commission via CSS Online Screen 214.
5. Seasonal and Student Assistants are not eligible for vacation leave, sick leave, a leave of absence due to disability, a pension, or hospitalization or other medical benefits.

C. CASINO CONTROL COMMISSION

1. Employees of the Casino Control Commission will be compensated within the established salary ranges for titles established by the Chair/Chief Executive Officer, Civil Service Commission.
2. Movement within the designated salary ranges will be based on performance criteria and timeframes established and maintained by the Chair, Casino Control Commission and subject to review by the Chair/Chief Executive Officer, Civil Service Commission or his or her designee.
3. An employee shall not receive a base salary below the minimum nor a base salary above the maximum indicated above unless authorized by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
4. Increases shall be implemented through the submission of individual electronic personnel transactions citing this Salary Regulation.

D. ACTUARIAL INTERN PROGRAM - DEPARTMENT OF BANKING AND INSURANCE

1. New employees of the Department of Banking and Insurance who are hired as Actuarial Interns will be paid a salary equivalent to salary range P23 based on exams/courses passed and experience upon entry into the program.
2. As part of the program, Actuarial Interns in both Life & Health (L&H) and Property & Casualty (P&C) will receive a five percent (5%) increase in salary upon completion of each full exam/course. These increases shall be applied on the first pay period in January (for Fall exams/courses) and July (for Spring exams/courses).
3. In addition to item 2 above, Actuarial Interns shall receive an annual merit increase of two thousand dollars (\$2,000), if supported by a PAR rating of Pass. The first merit increase shall be applied on the first pay period in September or March, after thirteen (13) months of employment as an Actuarial Intern. Each subsequent merit increase shall be applied on the annual anniversary of the first merit increase. These merit increases shall continue for a maximum of eight (8) increases, until a salary of \$65,000.00 is attained, or successful attainment of the title Managing Actuary, whichever comes first.

4. Under the L&H track, Actuarial Interns with six (6) or less completed courses will be eligible for exam program and/or performance increases, with an annual maximum salary of sixty-five thousand dollars (\$65,000).
5. Under the P&C track, Actuarial Interns with seven (7) or less completed exams will be eligible for exam program and/or performance increases, with an annual maximum salary of sixty-five thousand dollars (\$65,000).
6. While in the title of Actuarial Intern, employees will receive the benefit of any negotiated contract items applied to Employee Relations Group P. These contract items will not be subject to the sixty-five thousand-dollar (\$65,000) limitation, mentioned in 4 and 5 above.
7. For the L&H track, upon successful completion of the first six (6) exams and achievement of the professional designation "Associate of the Society of Actuaries" (ASA), Actuarial Interns will be nominated for appointment to the title Managing Actuary with a five percent (5%) salary increase, in addition to the five percent (5%) course increase stated in 2.
8. For the P&C track, upon successful completion of the first seven (7) exams and achievement of the professional designation "Associate of the Casualty Actuarial Society" (ACAS), Actuarial Interns will be nominated for appointment to the title Managing Actuary with a five percent (5%) salary increase, in addition to the five percent (5%) exam increase stated in 2.
9. The program shall be limited to a maximum of ten (10) employees.

**E. RESIDENTS ON CONSTRUCTION PROJECTS -
DEPARTMENT OF TRANSPORTATION**

1. This Section is applicable to residents on Department of Transportation construction projects. A resident is defined as a Department of Transportation employee, serving in any of the titles listed in 2 below, who is in charge of all aspects of a construction project from start to finish, and is on call on a seven-day, 24-hour basis.

2. Employees in the following titles may be assigned to serve as residents:

Assistant Engineer, Electrical (16692)
Assistant Engineer, Planning (12692)
Assistant Engineer, Traffic (11282)
Assistant Engineer, Transportation (10272)
Construction and Maintenance Technician 1 (10133)
Construction and Maintenance Technician 2 (10131)
Engineering Technician 1 (10122)
Environmental Engineer 2 (16313)
Principal Engineer, Electrical (16694)
Principal Engineer, Mechanical (16894)
Principal Engineer, Planning (12694)
Principal Engineer, Traffic (11284)
Principal Engineer, Transportation (10274)
Environmental Engineer 3 (16314)
Environmental Specialist 3 (12524)
Project Engineer, Construction (10895)
Project Engineer, Electrical (10256)
Project Engineer, Maintenance (11684)
Project Engineer, Planning (12695)
Project Engineer, Traffic (11296)
Senior Engineer, Electrical (16693)
Senior Engineer, Planning (12693)
Senior Engineer, Traffic (11283)
Senior Engineer, Transportation (10273)
Supervising Engineer, Construction and Maintenance (10900)
Supervising Engineer, Electrical (11265)
Environmental Engineer 4 (16305)
Supervisor of Bridges and Structures, Highway (41946)

Incumbents will be assigned to serve as residents based on the suitability of their title and experience to the size and complexity of the projects.

3. Residents are entitled to a special rate of pay. The rate shall represent 5% of the average daily rate for each day served. This payment shall be made twice yearly on or about the first and fourteenth supplemental pay periods of the calendar year. A personnel transaction will be submitted for each individual showing a lump sum equaling 5% of the employee's average daily rate for the period, times the number of work days for the period.

4. Duration of payments will be as follows:

a. In the Division of Construction and Materials:

The functional rate will go into effect on the date that a Preconstruction Meeting for the project takes place, in accordance with Construction Operations Bulletin 66-3G. The rate will cease 30 days after a final corrective action inspection has taken place, in accordance with Construction Operation Bulletin 76-1A.

b. In Electrical Systems:

The functional rate will go into effect on the date that a Preconstruction Meeting for the project takes place, and cease when as-builts are completed.

F. DEPARTMENT OF THE TREASURY, DIVISION OF INVESTMENT

1. There shall be established the title Senior Portfolio Manager Stocks and Bonds (52556 V97 NL12) to classify certain employees within the Division of Investment, Department of the Treasury.
2. Employees in the title Senior Portfolio Manager Stocks and Bonds (52556) of the Division of Investment will be compensated within the salary range for this title established by the Chair/Chief Executive Officer, Civil Service Commission. This salary range shall be established every fiscal year.
3. There shall be 10 equal intervals within the salary range for the title.
4. Incumbents in the title Senior Portfolio Manager Stocks and Bonds, as of the effective date of this regulation, will be initially placed into the new salary range at an interval to be determined by the appointing authority and the Chair/Chief Executive Officer, Civil Service Commission; however, no employee shall suffer a reduction in salary as a result of this placement.
5. New employees may be appointed to the title Senior Portfolio Manager Stocks and Bonds up to and including the tenth interval of the special salary range without obtaining prior approval from the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget.

6. Employees promoted to this title from a title with a lower salary range shall be placed on an interval in the special salary range of the new title in accordance with normal promotional calculations. That is, a promotional increment is granted in the lower class code and the new salary is equalized into the special salary range.
7. Movement within the designated salary range will be based on anniversary dates. That is, upon reaching each anniversary date, employees shall be advanced to the next higher interval value until arriving at the range maximum.
8. The salary range will be reassessed every two years by the Civil Service Commission based upon market data, and the market relevant minimum and maximum shall be adjusted as necessary. In no case shall the salary minimum and maximum be less than the value determined by the previous evaluation. If the special salary range is upwardly adjusted, employees will then receive an interval to interval increase. Those in between intervals will receive an increase equal to an interval, but the new salary shall not exceed the maximum of the special salary range. Employees then at the maximum of their range shall receive an increase equal to either the amount required to reach the new maximum, or one interval, whichever is the lesser. Employee salaries will not be changed by a downward adjustment of the special salary ranges.
9. An employee shall not receive a base salary below the minimum nor a base salary above the maximum indicated above unless authorized by the Chair/Chief Executive Officer, Civil Service Commission, and the Director, Office of Management and Budget.
10. The Department of the Treasury may adjust the salary of an employee serving in this title provided the employee has a substantiated bona fide offer of employment from another employer, at a salary which exceeds the present salary of the employee, and whose loss to the State will be detrimental. This salary adjustment may also apply to managers of those who supervise portfolio management functions. Only one such increase may occur in an 18 month period, and may not exceed two intervals in the salary range to which the employee's title is assigned. An employee who is at the maximum of his/her salary range can only receive such increases as lump sum payments, not added to base salary.

11. Increases shall be implemented through the submission of individual electronic personnel transactions citing this Salary Regulation.
12. Any adjustment to salary outside the terms of this salary regulation shall require the submission of a DPF-77, with appropriate justification and documentation, and shall be subject to review and approval by the Chair/Chief Executive Officer, Civil Service Commission and the Director, Office of Management and Budget.
13. This salary regulation must be renewed annually, in conjunction with issuance of the State Compensation Compendium.

G. MOVEMENT OF EMPLOYEES, WITHOUT PROMOTIONAL PROCEDURES, TO A RESTRUCTURED TITLE SERIES

1. This section applies to employee movement, without promotional procedures, to a restructured title series.
2. Employees who have moved to a restructured title series without promotional procedures shall retain their current total salary, except as provided below. Employees slotted into a new range will be placed on the highest step in the new range that does not exceed their total current salary. That portion above the amount otherwise indicated for his/her new step shall be referred to as “extra.”
 - a. An employee whose current salary falls below step 1 in the new range of the title series will receive a salary increase in an amount necessary to place them on step 1 and an anniversary date set in accordance with the effective date of the restructured title.
3. Anniversary dates for these employees will be set by one of the following methods:
 - a. Employees assigned to steps 1 through 7 in their new range, who have not received a performance increase or performance lump sum award in the 12 month period preceding the reassignment, will be awarded the next incremental step and assigned an anniversary date in accordance with the effective date of the reassignment.
 - b. Employees assigned to steps 1 through 7 in their new range, who have received a performance lump sum payment or a performance increase within the 12 month period preceding the reassignment, will be assigned an anniversary date one year from the effective date of the lump sum payment or performance increase.
 - c. Employees who are assigned step 8, 9, or 10 in the new salary range will have their new anniversary date adjusted based on their last performance increase.
4. Employees may be advanced to the next incremental step on the anniversary date determined in 3 above in accordance with the provisions of the current Salary Regulation for the Employee Relations Group to which the employee has been reassigned, provided their performance was at least satisfactory or successful. Resulting salary increases shall be only in the amount necessary to bring each employee's total current salary to the rate specified for the next incremental step.

H. ANNIVERSARY DATES

1. Anniversary dates for new hires and for personnel actions, which result in step 8 or less, during Fiscal Year 2015, will be assigned an anniversary date in accordance with the following schedule, except as provided in Section 1, Attachment B:

<u>Action Effective</u>	<u>Anniversary Date</u> (Pay Period/FY Year)
07/12/14	16/15
07/26/14	17/15
08/09/14	18/15
08/23/14	19/15
09/06/14	20/15
09/20/14	21/15
10/04/14	22/15
10/18/14	23/15
11/01/14	24/15
11/15/14	25/15
11/29/14	26/15
12/13/14	27/15
12/27/14	01/16
01/10/15	02/16
01/24/15	03/16
02/07/15	04/16
02/21/15	05/16
03/07/15	06/16
03/21/15	07/16
04/04/15	08/16
04/18/15	09/16
05/02/15	10/16
05/16/15	11/16
05/30/15	12/16
06/13/15	13/16
06/27/15	14/16

2. Actions effective after the beginning of a pay period (first working day) will be assigned the anniversary date of the next pay period.

- I. **DURATION** - This Section will be in effect, unless specified otherwise, through Fiscal Year 2015 only.

EMPLOYEE RELATIONS GROUP LIST (by ERG Code)

The Compensation Schedules refer to Employee Relations Groups. These groups are as follows:

- A - Administrative and Clerical Services Unit (CWA)
- B - Judiciary, Professional Case Related (PANJ)
- C - Crafts Unit (IFPTE)
- D - Judiciary, Managerial
- E - Managerial and Exempt, State Police
- E9 - State Police Captains (SPCU)
- F - Law Enforcement Unit, Non-Corrections (PBA)
- FA - State Law Enforcement Unit (PBA)
- G - Judiciary, Professional Non-Case Related (CWA)
- H - Health Care and Rehabilitation Services Unit (AFSCME)
- I - Inspection and Security Unit (IFPTE)
- J - Superior Officers Law Enforcement Unit, Non-Troopers (FOP)
- K - Primary Level Supervisors Law Enforcement Unit, Non-Troopers (NJLESA)
- L - Law Enforcement Unit, Corrections (PBA)
- LA - Law Enforcement Unit, Recruits
- M - Managerial
- MB - Management in Non-State Police, Law Enforcement Titles
- MD - Managerial and Exempt, Higher Education
- M3 - Management Law Enforcement, Corrections
- N - State Police, Non-Commissioned Officers Unit (NCOA)
- O - Operations, Maintenance and Services Unit (IFPTE)
- P - Professional Unit (CWA)
- R - Primary Level Supervisors Unit (CWA)
- S - Higher Level Supervisors Unit (CWA)
- T - State Troopers Unit (STFA)
- U - Judiciary, Professional Supervisory (PANJ)
- V - Higher Level Supervisors Unit, Exempt
- W - Administrative and Clerical Services Unit, Exempt
- X - Exempt
- Y - Professional Unit, Exempt
- Z - Deputy Attorneys General
- ZR - Deputy Attorneys General, Represented (IBEW)
- @ - Judiciary, Judges' Secretaries
- \$ - Judiciary, Professional Supervisors Court Reporters (PANJ)
- & - Managerial, Represented (IBEW)
- 1 - Superior Officers, Law Enforcement Unit, Corrections (FOP)
- 2 - Primary Level Supervisors, Law Enforcement Unit, Corrections (NJLESA)
- 4 - Correction Majors and JJC Captains Unit (NJLECOA)
- 4A - Non-Correction Captains Unit (NJLECOA)
- 5 - Judiciary, Official Court Reporters (OPEIU)
- 6 - Judiciary, Support Staff (JCAU)
- 7 - Judiciary, Support Supervisors (JCAU)
- 8 - Internal Affairs Investigators Unit (FOP)
- 9 - State Police, Superior Officers Unit (STSOA)

It is also important to note that while a particular title may be assigned to an Employee Relations Group, particular individuals serving in that title may be excluded from representation if the nature of their duties is such that they are "confidential employees" within the meaning of the New Jersey Employer-Employee Relations Act.

EMPLOYEE RELATIONS GROUP LIST (by Group Name)

The Compensation Schedules refer to Employee Relations Groups. These groups are as follows:

A	Administrative and Clerical Services Unit (CWA)
W	Administrative and Clerical Services Unit, Exempt
4	Correction Majors and JJC Captains Unit (NJLECOA)
C	Crafts Unit (IFPTE)
Z	Deputy Attorneys General
ZR	Deputy Attorneys General, Represented (IBEW)
X	Exempt
H	Health Care and Rehabilitation Services Unit (AFSCME)
S	Higher Level Supervisors Unit (CWA)
V	Higher Level Supervisors Unit, Exempt
I	Inspection and Security Unit (IFPTE)
8	Internal Affairs Investigators Unit (FOP)
D	Judiciary, Managerial
5	Judiciary, Official Court Reporters (OPEIU)
B	Judiciary, Professional Case Related (PANJ)
G	Judiciary, Professional-Non Case Related (CWA)
\$	Judiciary, Professional Supervisors Court Reporters (PANJ)
U	Judiciary, Professional Supervisory (PANJ)
@	Judiciary, Judges' Secretaries
6	Judiciary, Support Staff (JCAU)
7	Judiciary, Support Supervisors (JCAU)
L	Law Enforcement Unit, Corrections (PBA)
F	Law Enforcement Unit, Non-Corrections (PBA)
LA	Law Enforcement Unit, Recruits
MB	Management in Non-State Police, Law Enforcement Titles
M3	Management Law Enforcement, Corrections
M	Managerial
&	Managerial, Represented (IBEW)
MD	Managerial and Exempt, Higher Education
E	Managerial and Exempt, State Police
4A	Non-Corrections Captains Unit (NJLECOA)
O	Operations, Maintenance and Services Unit (IFPTE)
K	Primary Level Supervisors Law Enforcement Unit, Non-Troopers (NJLESA)
R	Primary Level Supervisors Unit (CWA)
2	Primary Level Supervisors, Law Enforcement Unit, Corrections (NJLESA)
P	Professional Unit, (CWA)
Y	Professional Unit, Exempt
FA	State Law Enforcement Unit (PBA)
E9	State Police Captains (SPCU)
N	State Police, Non-Commissioned Officers Unit (NCOA)
9	State Police, Superior Officers Unit (STSOA)
T	State Troopers Unit (STFA)
J	Superior Officers, Law Enforcement Unit, Non-Troopers (FOP)
1	Superior Officers, Law Enforcement Unit, Corrections (FOP)

It is also important to note that while a particular title may be assigned to an Employee Relations Group, particular individuals serving in that title may be excluded from representation if the nature of their duties is such that they are "confidential employees" within the meaning of the New Jersey Employer-Employee Relations Act.

COLLECTIVE BARGAINING REPRESENTATIVES

AFSCME -	American Federation of State, County & Municipal Employees
CWA -	Communications Workers of America
FOP -	Fraternal Order of Police
IFPTE -	International Federation of Professional & Technical Engineers
IBEW -	International Brotherhood of Electrical Workers
JCAU -	Judiciary Council of Affiliated Unions
NCOA -	NJ Non-Commissioned Officers Association
NJLECOA-	NJ Law Enforcement Commanding Officers Association
NJLESA-	NJ Law Enforcement Supervisors Association
OPEIU -	Office & Professional Employees International Union
PANJ -	Probation Association of NJ
PBA -	Policemen's Benevolent Association
SLEU -	State Law Enforcement Unit
SEIU -	Service Employees International Union
SPCU -	State Police Captains Unit
STFA -	State Troopers Fraternal Association
STSOA -	State Troopers Superior Officers Association of NJ

SALARY SCHEDULES

Please click the link below to view Salary Schedules.

<http://info.csc.state.nj.us/Comp/EmpGroup.aspx>

SALARY SCHEDULE

12 Month Employees Effective: July 12, 2014

10 Month Employees Effective: September 6, 2014

Covering Employee Relations Groups: A ♦ P ♦ R ♦ S

Range :	03	04	05	06	07	08
Increment :	987.14	1,036.44	1,089.53	1,146.56	1,203.50	1,264.21
Step 1 :	23,728.40	24,715.54	25,751.98	26,841.51	27,988.07	29,191.57
Step 2 :	24,715.54	25,751.98	26,841.51	27,988.07	29,191.57	30,455.78
Step 3 :	25,702.68	26,788.42	27,931.04	29,134.63	30,395.07	31,719.99
Step 4 :	26,689.82	27,824.86	29,020.57	30,281.19	31,598.57	32,984.20
Step 5 :	27,676.96	28,861.30	30,110.10	31,427.75	32,802.07	34,248.41
Step 6 :	28,664.10	29,897.74	31,199.63	32,574.31	34,005.57	35,512.62
Step 7 :	29,651.24	30,934.18	32,289.16	33,720.87	35,209.07	36,776.83
Step 8 :	30,638.38	31,970.62	33,378.69	34,867.43	36,412.57	38,041.04
Step 9 :	31,625.52	33,007.06	34,468.22	36,013.99	37,616.07	39,305.25
Step 10 :	32,612.66	34,043.50	35,557.75	37,160.55	38,819.57	40,569.46

Range :	09	10	11	12	13	14
Increment :	1,325.00	1,389.51	1,457.84	1,530.00	1,609.62	1,689.48
Step 1 :	30,455.78	31,780.78	33,170.29	34,628.13	36,158.13	37,767.75
Step 2 :	31,780.78	33,170.29	34,628.13	36,158.13	37,767.75	39,457.23
Step 3 :	33,105.78	34,559.80	36,085.97	37,688.13	39,377.37	41,146.71
Step 4 :	34,430.78	35,949.31	37,543.81	39,218.13	40,986.99	42,836.19
Step 5 :	35,755.78	37,338.82	39,001.65	40,748.13	42,596.61	44,525.67
Step 6 :	37,080.78	38,728.33	40,459.49	42,278.13	44,206.23	46,215.15
Step 7 :	38,405.78	40,117.84	41,917.33	43,808.13	45,815.85	47,904.63
Step 8 :	39,730.78	41,507.35	43,375.17	45,338.13	47,425.47	49,594.11
Step 9 :	41,055.78	42,896.86	44,833.01	46,868.13	49,035.09	51,283.59
Step 10 :	42,380.78	44,286.37	46,290.85	48,398.13	50,644.71	52,973.07

Range :	15	16	17	18	19	20
Increment :	1,772.92	1,864.06	1,959.04	2,053.82	2,156.36	2,266.52
Step 1 :	39,457.23	41,230.15	43,094.21	45,053.25	47,107.07	49,263.43
Step 2 :	41,230.15	43,094.21	45,053.25	47,107.07	49,263.43	51,529.95
Step 3 :	43,003.07	44,958.27	47,012.29	49,160.89	51,419.79	53,796.47
Step 4 :	44,775.99	46,822.33	48,971.33	51,214.71	53,576.15	56,062.99
Step 5 :	46,548.91	48,686.39	50,930.37	53,268.53	55,732.51	58,329.51
Step 6 :	48,321.83	50,550.45	52,889.41	55,322.35	57,888.87	60,596.03
Step 7 :	50,094.75	52,414.51	54,848.45	57,376.17	60,045.23	62,862.55
Step 8 :	51,867.67	54,278.57	56,807.49	59,429.99	62,201.59	65,129.07
Step 9 :	53,640.59	56,142.63	58,766.53	61,483.81	64,357.95	67,395.59
Step 10 :	55,413.51	58,006.69	60,725.57	63,537.63	66,514.31	69,662.11

SALARY SCHEDULE

12 Month Employees Effective: July 12, 2014

10 Month Employees Effective: September 6, 2014

Covering Employee Relations Groups: A ♦ P ♦ R ♦ S

Range :	21	22	23	24	25	26
Increment :	2,380.39	2,498.08	2,623.37	2,752.42	2,892.88	3,037.20
Step 1 :	51,529.95	53,910.34	56,408.42	59,031.79	61,784.21	64,677.09
Step 2 :	53,910.34	56,408.42	59,031.79	61,784.21	64,677.09	67,714.29
Step 3 :	56,290.73	58,906.50	61,655.16	64,536.63	67,569.97	70,751.49
Step 4 :	58,671.12	61,404.58	64,278.53	67,289.05	70,462.85	73,788.69
Step 5 :	61,051.51	63,902.66	66,901.90	70,041.47	73,355.73	76,825.89
Step 6 :	63,431.90	66,400.74	69,525.27	72,793.89	76,248.61	79,863.09
Step 7 :	65,812.29	68,898.82	72,148.64	75,546.31	79,141.49	82,900.29
Step 8 :	68,192.68	71,396.90	74,772.01	78,298.73	82,034.37	85,937.49
Step 9 :	70,573.07	73,894.98	77,395.38	81,051.15	84,927.25	88,974.69
Step 10 :	72,953.46	76,393.06	80,018.75	83,803.57	87,820.13	92,011.89

Range :	27	28	29	30	31	32
Increment :	3,189.03	3,348.47	3,515.51	3,690.21	3,876.15	4,069.81
Step 1 :	67,714.29	70,903.32	74,251.79	77,767.30	81,457.51	85,333.66
Step 2 :	70,903.32	74,251.79	77,767.30	81,457.51	85,333.66	89,403.47
Step 3 :	74,092.35	77,600.26	81,282.81	85,147.72	89,209.81	93,473.28
Step 4 :	77,281.38	80,948.73	84,798.32	88,837.93	93,085.96	97,543.09
Step 5 :	80,470.41	84,297.20	88,313.83	92,528.14	96,962.11	101,612.90
Step 6 :	83,659.44	87,645.67	91,829.34	96,218.35	100,838.26	105,682.71
Step 7 :	86,848.47	90,994.14	95,344.85	99,908.56	104,714.41	109,752.52
Step 8 :	90,037.50	94,342.61	98,860.36	103,598.77	108,590.56	113,822.33
Step 9 :	93,226.53	97,691.08	102,375.87	107,288.98	112,466.71	117,892.14
Step 10 :	96,415.56	101,039.55	105,891.38	110,979.19	116,342.86	121,961.95

Range :	33	34	35	37	38	40
Increment :	4,271.05	4,487.42	4,707.59	5,193.57	5,451.69	6,009.84
Step 1 :	89,403.47	93,674.52	98,161.94	107,812.56	113,006.13	124,182.89
Step 2 :	93,674.52	98,161.94	102,869.53	113,006.13	118,457.82	130,192.73
Step 3 :	97,945.57	102,649.36	107,577.12	118,199.70	123,909.51	136,202.57
Step 4 :	102,216.62	107,136.78	112,284.71	123,393.27	129,361.20	142,212.41
Step 5 :	106,487.67	111,624.20	116,992.30	128,586.84	134,812.89	148,222.25
Step 6 :	110,758.72	116,111.62	121,699.89	133,780.41	140,264.58	154,232.09
Step 7 :	115,029.77	120,599.04	126,407.48	138,973.98	145,716.27	160,241.93
Step 8 :	119,300.82	125,086.46	131,115.07	144,167.55	151,167.96	166,251.77
Step 9 :	123,571.87	129,573.88	135,822.66	149,361.12	156,619.65	172,261.61
Step 10 :	127,842.92	134,061.30	140,530.25	154,554.69	162,071.34	178,271.45

SALARY SCHEDULE
12 Month Employees Effective: July 12, 2014
10 Month Employees Effective: September 6, 2014
Covering Employee Relations Groups: A ♦ P ♦ R ♦ S

<i>Range :</i>	41
<i>Increment :</i>	6,313.46
<i>Step 1 :</i>	130,192.73
<i>Step 2 :</i>	136,506.19
<i>Step 3 :</i>	142,819.65
<i>Step 4 :</i>	149,133.11
<i>Step 5 :</i>	155,446.57
<i>Step 6 :</i>	161,760.03
<i>Step 7 :</i>	168,073.49
<i>Step 8 :</i>	174,386.95
<i>Step 9 :</i>	180,700.41
<i>Step 10 :</i>	187,013.87

SALARY SCHEDULE

12 Month Employees Effective: July 12, 2014

10 Month Employees Effective: September 6, 2014

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range :</i>	04	05	07	08	09	10
<i>Increment :</i>	1,024.94	1,077.36	1,190.06	1,250.14	1,310.17	1,374.06
<i>Step 1 :</i>	24,445.77	25,470.71	27,681.89	28,871.95	30,122.09	31,432.26
<i>Step 2 :</i>	25,470.71	26,548.07	28,871.95	30,122.09	31,432.26	32,806.32
<i>Step 3 :</i>	26,495.65	27,625.43	30,062.01	31,372.23	32,742.43	34,180.38
<i>Step 4 :</i>	27,520.59	28,702.79	31,252.07	32,622.37	34,052.60	35,554.44
<i>Step 5 :</i>	28,545.53	29,780.15	32,442.13	33,872.51	35,362.77	36,928.50
<i>Step 6 :</i>	29,570.47	30,857.51	33,632.19	35,122.65	36,672.94	38,302.56
<i>Step 7 :</i>	30,595.41	31,934.87	34,822.25	36,372.79	37,983.11	39,676.62
<i>Step 8 :</i>	31,620.35	33,012.23	36,012.31	37,622.93	39,293.28	41,050.68
<i>Step 9 :</i>	32,645.29	34,089.59	37,202.37	38,873.07	40,603.45	42,424.74
<i>Step 10 :</i>	33,670.23	35,166.95	38,392.43	40,123.21	41,913.62	43,798.80

<i>Range :</i>	11	12	13	14	15	16
<i>Increment :</i>	1,441.60	1,512.87	1,591.79	1,670.55	1,753.20	1,843.31
<i>Step 1 :</i>	32,806.32	34,247.92	35,760.79	37,352.58	39,023.13	40,776.33
<i>Step 2 :</i>	34,247.92	35,760.79	37,352.58	39,023.13	40,776.33	42,619.64
<i>Step 3 :</i>	35,689.52	37,273.66	38,944.37	40,693.68	42,529.53	44,462.95
<i>Step 4 :</i>	37,131.12	38,786.53	40,536.16	42,364.23	44,282.73	46,306.26
<i>Step 5 :</i>	38,572.72	40,299.40	42,127.95	44,034.78	46,035.93	48,129.57
<i>Step 6 :</i>	40,014.32	41,812.27	43,719.74	45,705.33	47,789.13	49,992.88
<i>Step 7 :</i>	41,455.92	43,325.14	45,311.53	47,375.88	49,542.33	51,836.19
<i>Step 8 :</i>	42,897.52	44,838.01	46,903.32	49,046.43	51,295.53	53,679.50
<i>Step 9 :</i>	44,339.12	46,350.88	48,495.11	50,716.98	53,048.73	55,522.81
<i>Step 10 :</i>	45,780.72	47,863.75	50,086.90	52,387.53	54,801.93	57,366.12

<i>Range :</i>	17	18	19	20	21	22
<i>Increment :</i>	1,937.17	2,030.91	2,132.38	2,241.23	2,353.88	2,470.23
<i>Step 1 :</i>	42,619.64	44,556.81	46,587.72	48,720.10	50,961.33	53,315.21
<i>Step 2 :</i>	44,556.81	46,587.72	48,720.10	50,961.33	53,315.21	55,785.44
<i>Step 3 :</i>	46,493.98	48,618.63	50,852.48	53,202.56	55,669.09	58,255.67
<i>Step 4 :</i>	48,431.15	50,649.54	52,984.86	55,443.79	58,022.97	60,725.90
<i>Step 5 :</i>	50,368.32	52,680.45	55,117.24	57,685.02	60,376.85	63,196.13
<i>Step 6 :</i>	52,305.49	54,711.36	57,249.62	59,926.25	62,730.73	65,666.36
<i>Step 7 :</i>	54,242.66	56,742.27	59,382.00	62,167.48	65,084.61	68,136.59
<i>Step 8 :</i>	56,179.83	58,773.18	61,514.38	64,408.71	67,438.49	70,606.82
<i>Step 9 :</i>	58,117.00	60,804.09	63,646.76	66,649.94	69,792.37	73,077.05
<i>Step 10 :</i>	60,054.17	62,835.00	65,779.14	68,891.17	72,146.25	75,547.28

SALARY SCHEDULE

12 Month Employees Effective: July 12, 2014

10 Month Employees Effective: September 6, 2014

Covering Employee Relations Groups: C ♦ I ♦ O

<i>Range :</i>	23	24	25	26
<i>Increment :</i>	2,594.08	2,721.76	2,860.66	3,003.36
<i>Step 1 :</i>	55,785.44	58,379.52	61,101.28	63,961.94
<i>Step 2 :</i>	58,379.52	61,101.28	63,961.94	66,965.30
<i>Step 3 :</i>	60,973.60	63,823.04	66,822.60	69,968.66
<i>Step 4 :</i>	63,567.68	66,544.80	69,683.26	72,972.02
<i>Step 5 :</i>	66,161.76	69,266.56	72,543.92	75,975.38
<i>Step 6 :</i>	68,755.84	71,988.32	75,404.58	78,978.74
<i>Step 7 :</i>	71,349.92	74,710.08	78,265.24	81,982.10
<i>Step 8 :</i>	73,944.00	77,431.84	81,125.90	84,985.46
<i>Step 9 :</i>	76,538.08	80,153.60	83,986.56	87,988.82
<i>Step 10 :</i>	79,132.16	82,875.36	86,847.22	90,992.18

SALARY SCHEDULE
Effective: July 3, 1999
Covering Employee Relations Group: E

<i>Range :</i>	41
<i>Increment :</i>	3,993.06
<i>Step 1 :</i>	104,202.55
<i>Step 2 :</i>	108,195.61
<i>Step 3 :</i>	112,188.67
<i>Step 4 :</i>	116,181.73
<i>Step 5 :</i>	120,174.79
<i>Step 6 :</i>	124,167.85
<i>Step 7 :</i>	128,160.91
<i>Step 8 :</i>	132,153.97
<i>Step 9 :</i>	136,147.03

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group: F

<i>Range :</i>	23
<i>Increment* :</i>	3,469.55
<i>Step 1 :</i>	69,365.66
<i>Step 2 :</i>	72,835.21
<i>Step 3 :</i>	76,304.76
<i>Step 4 :</i>	79,774.31
<i>Step 5 :</i>	83,243.87
<i>Step 6 :</i>	86,713.42
<i>Step 7 :</i>	90,182.97
<i>Step 8 :</i>	93,652.52
<i>Step 9 :</i>	97,122.07
<i>Step 10 :</i>	102,858.67

*** Increment from Step 9 to
Step 10 differs due to contract**

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group: FA

Range :	14	16	17	18	19	20
Increment* :	2,311.74	2,550.68	2,680.49	2,810.34	2,950.75	3,101.23
Step 1 :	46,259.80	50,997.46	53,548.14	56,228.63	59,038.97	61,989.72
Step 2 :	48,571.54	53,548.14	56,228.63	59,038.97	61,989.72	65,090.95
Step 3 :	50,883.27	56,098.82	58,909.12	61,849.32	64,940.46	68,192.19
Step 4 :	53,195.01	58,649.51	61,589.61	64,659.66	67,891.21	71,293.43
Step 5 :	55,506.75	61,200.19	64,270.10	67,470.01	70,841.96	74,394.66
Step 6 :	57,818.49	63,750.88	66,950.59	70,280.36	73,792.70	77,495.90
Step 7 :	60,130.23	66,301.56	69,631.08	73,090.70	76,743.45	80,597.13
Step 8 :	62,441.97	68,852.25	72,311.57	75,901.05	79,694.19	83,698.37
Step 9 :	64,753.71	71,402.93	74,992.06	78,711.39	82,644.94	86,799.60
Step 10 :	67,231.45	78,838.11¹	78,838.11	82,745.06	86,880.14	91,249.90

Range :	21	23
Increment* :	3,257.19	3,589.62
Step 1 :	65,090.95	71,766.28
Step 2 :	68,348.14	75,355.90
Step 3 :	71,605.33	78,945.52
Step 4 :	74,862.52	82,535.14
Step 5 :	78,119.71	86,124.76
Step 6 :	81,376.90	89,714.38
Step 7 :	84,634.09	93,304.00
Step 8 :	87,891.28	96,893.62
Step 9 :	91,148.47	100,483.24
Step 10 :	95,822.33	105,634.60

* Increment from Step 9 to
Step 10 differs due to contract

¹ Amount per Contract (16A)

SALARY SCHEDULE
12 Month Employees Effective: July 12, 2014
10 Month Employees Effective: September 6, 2014
Covering Employee Relations Group: H

Range :	03	05	06	07	08	09
Increment :	976.08	1,077.40	1,133.84	1,190.09	1,250.15	1,310.24
Step 1 :	23,470.29	25,471.32	26,548.72	27,682.56	28,872.65	30,122.80
Step 2 :	24,446.37	26,548.72	27,682.56	28,872.65	30,122.80	31,433.04
Step 3 :	25,422.45	27,626.12	28,816.40	30,062.74	31,372.95	32,743.28
Step 4 :	26,398.53	28,703.52	29,950.24	31,252.83	32,623.10	34,053.52
Step 5 :	27,374.61	29,780.92	31,084.08	32,442.92	33,873.25	35,363.76
Step 6 :	28,350.69	30,858.32	32,217.92	33,633.01	35,123.40	36,674.00
Step 7 :	29,326.77	31,935.72	33,351.76	34,823.10	36,373.55	37,984.24
Step 8 :	30,302.85	33,013.12	34,485.60	36,013.19	37,623.70	39,294.48
Step 9 :	31,278.93	34,090.52	35,619.44	37,203.28	38,873.85	40,604.72
Step 10 :	32,255.01	35,167.92	36,753.28	38,393.37	40,124.00	41,914.96

Range :	10	11	12	13	14	15
Increment :	1,374.06	1,441.63	1,512.90	1,591.83	1,670.61	1,753.23
Step 1 :	31,433.04	32,807.10	34,248.73	35,761.63	37,353.46	39,024.07
Step 2 :	32,807.10	34,248.73	35,761.63	37,353.46	39,024.07	40,777.30
Step 3 :	34,181.16	35,690.36	37,274.53	38,945.29	40,694.68	42,530.53
Step 4 :	35,555.22	37,131.99	38,787.43	40,537.12	42,365.29	44,283.76
Step 5 :	36,929.28	38,573.62	40,300.33	42,128.95	44,035.90	46,036.99
Step 6 :	38,303.34	40,015.25	41,813.23	43,720.78	45,706.51	47,790.22
Step 7 :	39,677.40	41,456.88	43,326.13	45,312.61	47,377.12	49,543.45
Step 8 :	41,051.46	42,898.51	44,839.03	46,904.44	49,047.73	51,296.68
Step 9 :	42,425.52	44,340.14	46,351.93	48,496.27	50,718.34	53,049.91
Step 10 :	43,799.58	45,781.77	47,864.83	50,088.10	52,388.95	54,803.14

Range :	16	17	18	19
Increment :	1,843.37	1,937.21	2,030.97	2,132.42
Step 1 :	40,777.30	42,620.67	44,557.88	46,588.85
Step 2 :	42,620.67	44,557.88	46,588.85	48,721.27
Step 3 :	44,464.04	46,495.09	48,619.82	50,853.69
Step 4 :	46,307.41	48,432.30	50,650.79	52,986.11
Step 5 :	48,150.78	50,369.51	52,681.76	55,118.53
Step 6 :	49,994.15	52,306.72	54,712.73	57,250.95
Step 7 :	51,837.52	54,243.93	56,743.70	59,383.37
Step 8 :	53,680.89	56,181.14	58,774.67	61,515.79
Step 9 :	55,524.26	58,118.35	60,805.64	63,648.21
Step 10 :	57,367.63	60,055.56	62,836.61	65,780.63

SALARY SCHEDULE

12 Month Employees Effective: July 12, 2014

Covering Employee Relations Group: J

<i>Range :</i>	21	23	24	25	27
<i>Increment :</i>	3,194.47	3,520.67	3,693.75	3,882.34	4,279.67
<i>Step 1 :</i>	63,839.73	70,386.74	73,907.41	77,601.16	85,559.48
<i>Step 2 :</i>	67,034.20	73,907.41	77,601.16	81,483.50	89,839.15
<i>Step 3 :</i>	70,228.67	77,428.08	81,294.91	85,365.84	94,118.82
<i>Step 4 :</i>	73,423.14	80,948.75	84,988.66	89,248.18	98,398.49
<i>Step 5 :</i>	76,617.61	84,469.42	88,682.41	93,130.52	102,678.16
<i>Step 6 :</i>	79,812.08	87,990.09	92,376.16	97,012.86	106,957.83
<i>Step 7 :</i>	83,006.55	91,510.76	96,069.91	100,895.20	111,237.50
<i>Step 8 :</i>	86,201.02	95,031.43	99,763.66	104,777.54	115,517.17
<i>Step 9 :</i>	89,395.49	98,552.10	103,457.41	108,659.88	119,796.84
<i>Step 10 :</i>	92,589.96	102,072.77	107,151.16	112,542.22	124,076.51

SALARY SCHEDULE
12 Month Employees Effective: July 12, 2014
Covering Employee Relations Group: K

Range :	19	20	21	24	25
Increment* :	2,822.86	2,967.10	3,116.07	3,603.11	3,787.07
Step 1 :	56,483.22	59,306.08	62,273.18	72,093.80	75,696.91
Step 2 :	59,306.08	62,273.18	65,389.25	75,696.91	79,483.98
Step 3 :	62,128.94	65,240.28	68,505.32	79,300.02	83,271.05
Step 4 :	64,951.80	68,207.38	71,621.39	82,903.13	87,058.12
Step 5 :	67,774.66	71,174.48	74,737.46	86,506.24	90,845.19
Step 6 :	70,597.52	74,141.58	77,853.53	90,109.35	94,632.26
Step 7 :	73,420.38	77,108.68	80,969.60	93,712.46	98,419.33
Step 8 :	76,243.24	80,075.78	84,085.67	97,315.57	102,206.40
Step 9 :	79,066.10	83,042.88	87,201.74	100,918.68	105,993.47
Step 10 :	83,948.98	88,173.66	92,589.86	107,151.16	112,542.21

* Increment from Step 9 to
Step 10 differs due to contract

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group: L

<i>Range :</i>	18
<i>Increment* :</i>	2,755.48
<i>Step 1 :</i>	56,400.89
<i>Step 2 :</i>	59,156.37
<i>Step 3 :</i>	61,911.84
<i>Step 4 :</i>	64,667.31
<i>Step 5 :</i>	67,422.78
<i>Step 6 :</i>	70,178.25
<i>Step 7 :</i>	72,933.73
<i>Step 8 :</i>	75,689.20
<i>Step 9 :</i>	78,444.67
<i>Step 10 :</i>	83,030.16

*** Increment from Step 9 to
Step 10 differs due to contract**

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group: LA

<i>Range :</i>	18
<i>Increment* :</i>	4,080.40
<i>Step 1 :</i>	44,479.39
<i>Step 2 :</i>	48,559.79
<i>Step 3 :</i>	52,639.18
<i>Step 4 :</i>	56,719.58
<i>Step 5 :</i>	60,799.98
<i>Step 6 :</i>	64,879.37
<i>Step 7 :</i>	68,959.77
<i>Step 8 :</i>	73,039.16
<i>Step 9 :</i>	77,119.56
<i>Step 10 :</i>	83,028.94

*** Increment from Step 9 to
Step 10 differs due to contract**

SALARY SCHEDULE
Effective: July 7, 2007
Covering Employee Relations Group: M

Range :	24	26	27	28	29	30
Increment :	2,431.27	2,682.81	2,816.92	2,957.79	3,105.30	3,259.60
Step 1 :	48,645.70	53,632.30	56,315.11	59,132.03	62,089.82	65,195.12
Step 2 :	51,076.97	56,315.11	59,132.03	62,089.82	65,195.12	68,454.72
Step 3 :	53,508.24	58,997.92	61,948.95	65,047.61	68,300.42	71,714.32
Step 4 :	55,939.51	61,680.73	64,765.87	68,005.40	71,405.72	74,973.92
Step 5 :	58,370.78	64,363.54	67,582.79	70,963.19	74,511.02	78,233.52
Step 6 :	60,802.05	67,046.35	70,399.71	73,920.98	77,616.32	81,493.12
Step 7 :	63,233.32	69,729.16	73,216.63	76,878.77	80,721.62	84,752.72
Step 8 :	65,664.59	72,411.97	76,033.55	79,836.56	83,826.92	88,012.32
Step 9 :	68,095.86	75,094.78	78,850.47	82,794.35	86,932.22	91,271.92

Range :	31	32	33	34	35	36
Increment :	3,423.93	3,594.94	3,772.67	3,963.84	4,158.31	4,366.26
Step 1 :	68,454.72	71,878.65	75,473.59	79,246.26	83,210.10	87,368.41
Step 2 :	71,878.65	75,473.59	79,246.26	83,210.10	87,368.41	91,734.67
Step 3 :	75,302.58	79,068.53	83,018.93	87,173.94	91,526.72	96,100.93
Step 4 :	78,726.51	82,663.47	86,791.60	91,137.78	95,685.03	100,467.19
Step 5 :	82,150.44	86,258.41	90,564.27	95,101.62	99,843.34	104,833.45
Step 6 :	85,574.37	89,853.35	94,336.94	99,065.46	104,001.65	109,199.71
Step 7 :	88,998.30	93,448.29	98,109.61	103,029.30	108,159.96	113,565.97
Step 8 :	92,422.23	97,043.23	101,882.28	106,993.14	112,318.27	117,932.23
Step 9 :	95,846.16	100,638.17	105,654.95	110,956.98	116,476.58	122,298.49

Range :	37	38	39	40	41	42
Increment :	4,587.61	4,815.55	5,057.06	5,308.56	5,576.80	5,851.88
Step 1 :	91,734.67	96,322.28	101,137.83	106,194.89	111,503.45	117,080.25
Step 2 :	96,322.28	101,137.83	106,194.89	111,503.45	117,080.25	122,932.13
Step 3 :	100,909.89	105,953.38	111,251.95	116,812.01	122,657.05	128,784.01
Step 4 :	105,497.50	110,768.93	116,309.01	122,120.57	128,233.85	134,635.89
Step 5 :	110,085.11	115,584.48	121,366.07	127,429.13	133,810.65	140,487.77
Step 6 :	114,672.72	120,400.03	126,423.13	132,737.69	139,387.45	146,339.65
Step 7 :	119,260.33	125,215.58	131,480.19	138,046.25	144,964.25	152,191.53
Step 8 :	123,847.94	130,031.13	136,537.25	143,354.81	150,541.05	158,043.41
Step 9 :	128,435.55	134,846.68	141,594.31	148,663.37	156,117.85	163,895.29

SALARY SCHEDULE
Effective: July 7, 2007
Covering Employee Relations Group: M

<i>Range :</i>	43	44
<i>Increment :</i>	6,146.97	6,455.45
<i>Step 1 :</i>	122,932.13	129,079.10
<i>Step 2 :</i>	129,079.10	135,534.55
<i>Step 3 :</i>	135,226.07	141,990.00
<i>Step 4 :</i>	141,373.04	148,445.45
<i>Step 5 :</i>	147,520.01	154,900.90
<i>Step 6 :</i>	153,666.98	161,356.35
<i>Step 7 :</i>	159,813.95	167,811.80
<i>Step 8 :</i>	165,960.92	174,267.25
<i>Step 9 :</i>	172,107.89	180,722.70

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group: & (M Respresented)

Range :	24	26	27	28	29	30
Increment :	2,498.56	2,757.06	2,894.88	3,039.65	3,191.24	3,349.82
Step 1 :	49,991.97	55,116.57	57,873.63	60,768.51	63,808.16	66,999.39
Step 2 :	52,490.53	57,873.63	60,768.51	63,808.16	66,999.39	70,349.21
Step 3 :	54,989.08	60,630.69	63,663.39	66,847.81	70,190.63	73,699.01
Step 4 :	57,487.64	63,387.75	66,558.27	69,887.45	73,381.88	77,048.82
Step 5 :	59,986.19	66,144.81	69,453.15	72,927.09	76,573.11	80,398.64
Step 6 :	62,484.75	68,901.85	72,348.02	75,966.74	79,764.35	83,748.44
Step 7 :	64,983.30	71,658.91	75,242.90	79,006.39	82,955.59	87,098.25
Step 8 :	67,481.86	74,415.97	78,137.78	82,046.04	86,146.83	90,448.06
Step 9 :	69,980.41	77,173.03	81,032.65	85,085.68	89,338.07	93,797.87
Step 10:	72,478.97	79,930.09	83,927.53	88,125.33	92,529.31	97,147.68

Range :	31	32	33	34	35	36
Increment :	3,518.69	3,694.43	3,877.07	4,073.54	4,273.39	4,487.10
Step 1 :	70,349.21	73,867.90	77,562.33	81,439.40	85,512.94	89,786.33
Step 2 :	73,867.90	77,562.33	81,439.40	85,512.94	89,786.33	94,273.43
Step 3 :	77,386.58	81,256.76	85,316.48	89,586.48	94,059.72	98,760.52
Step 4 :	80,905.27	84,951.18	89,193.56	93,660.02	98,333.11	103,247.62
Step 5 :	84,423.95	88,645.61	93,070.63	97,733.56	102,606.50	107,734.71
Step 6 :	87,942.64	92,340.04	96,947.72	101,807.09	106,879.90	112,221.81
Step 7 :	91,461.32	96,034.47	100,824.80	105,880.63	111,153.29	116,708.91
Step 8 :	94,980.01	99,728.90	104,701.87	109,954.17	115,426.68	121,196.00
Step 9 :	98,498.70	103,423.33	108,578.95	114,027.71	119,700.07	125,683.10
Step 10:	102,017.39	107,117.76	112,456.03	118,101.26	123,973.46	-

Range :	37	38	39	40	41	42
Increment :	4,714.57	4,948.82	5,197.01	5,455.46	5,731.14	6,013.84
Step 1 :	94,273.43	98,988.00	103,936.82	109,133.83	114,589.30	120,320.44
Step 2 :	98,988.00	103,936.82	109,133.83	114,589.30	120,320.44	126,334.28
Step 3 :	103,702.57	108,885.64	114,330.85	120,044.78	126,051.58	132,348.11
Step 4 :	108,417.15	113,834.46	119,527.86	125,500.26	131,782.72	138,361.94
Step 5 :	113,131.71	118,783.28	124,724.88	130,955.73	137,513.86	144,375.77
Step 6 :	117,846.29	123,732.10	129,921.89	136,411.21	143,244.99	150,389.60
Step 7 :	122,560.86	128,680.93	135,118.90	141,866.68	148,976.13	156,403.44
Step 8 :	127,275.43	133,629.74	140,315.92	147,322.16	154,707.27	162,417.26
Step 9 :	131,990.01	138,578.57	145,512.93	152,777.63	160,438.41	168,431.09

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group: & (M Respresented)

<i>Range :</i>	43	44
<i>Increment :</i>	6,317.09	6,634.10
<i>Step 1 :</i>	126,334.28	132,651.36
<i>Step 2 :</i>	132,651.36	139,285.47
<i>Step 3 :</i>	138,968.45	145,919.57
<i>Step 4 :</i>	145,285.54	152,553.68
<i>Step 5 :</i>	151,602.63	159,187.78
<i>Step 6 :</i>	157,919.71	165,821.89
<i>Step 7 :</i>	164,236.80	172,455.99
<i>Step 8 :</i>	170,553.89	179,090.10
<i>Step 9 :</i>	176,870.98	185,724.20

SALARY SCHEDULE
Effective: July 7, 2007
Covering Employee Relations Group: MB

<i>Range :</i>	29	30	32
<i>Increment :</i>	3,611.01	3,790.36	4,180.39
<i>Step 1 :</i>	72,201.31	75,812.32	83,584.22
<i>Step 2 :</i>	75,812.32	79,602.68	87,764.61
<i>Step 3 :</i>	79,423.33	83,393.04	91,945.00
<i>Step 4 :</i>	83,034.34	87,183.40	96,125.39
<i>Step 5 :</i>	86,645.35	90,973.76	100,305.78
<i>Step 6 :</i>	90,256.36	94,764.12	104,486.17
<i>Step 7 :</i>	93,867.37	98,554.48	108,666.56
<i>Step 8 :</i>	97,478.38	102,344.84	112,846.95
<i>Step 9 :</i>	101,089.39	106,135.20	117,027.34

SALARY SCHEDULE
Effective: July 7, 2007
Covering Employee Relations Group: MD

<i>Range :</i>	28	29	30	32	34	36
<i>Increment :</i>	3,013.98	3,164.19	3,321.49	3,663.22	4,039.05	4,449.14
<i>Step 1 :</i>	60,254.33	63,268.31	66,432.50	73,242.86	80,750.34	89,026.61
<i>Step 2 :</i>	63,268.31	66,432.50	69,753.99	76,906.08	84,789.39	93,475.75
<i>Step 3 :</i>	66,282.29	69,596.69	73,075.48	80,569.30	88,828.44	97,924.89
<i>Step 4 :</i>	69,296.27	72,760.88	76,396.97	84,232.52	92,867.49	102,374.03
<i>Step 5 :</i>	72,310.25	75,925.07	79,718.46	87,895.74	96,906.54	106,823.17
<i>Step 6 :</i>	75,324.23	79,089.26	83,039.95	91,558.96	100,945.59	111,272.31
<i>Step 7 :</i>	78,338.21	82,253.45	86,361.44	95,222.18	104,984.64	115,721.45
<i>Step 8 :</i>	81,352.19	85,417.64	89,682.93	98,885.40	109,023.69	120,170.59
<i>Step 9 :</i>	84,366.17	88,581.83	93,004.42	102,548.62	113,062.74	124,619.73

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group: M3

<i>Range :</i>	29	31	32
<i>Increment :</i>	3,692.73	3,981.55	4,274.97
<i>Step 1 :</i>	74,849.56	80,594.92	86,490.01
<i>Step 2 :</i>	78,542.29	84,576.47	90,764.98
<i>Step 3 :</i>	82,235.02	88,558.02	95,039.93
<i>Step 4 :</i>	85,927.75	92,539.57	99,314.90
<i>Step 5 :</i>	89,620.48	96,521.12	103,589.86
<i>Step 6 :</i>	93,313.20	100,502.67	107,864.81
<i>Step 7 :</i>	97,005.93	104,484.22	112,139.78
<i>Step 8 :</i>	100,698.66	108,465.77	116,414.74
<i>Step 9 :</i>	104,391.39	112,447.32	120,689.71

SALARY SCHEDULE
Effective: July 3, 2010
Covering Employee Relations Group: N

<i>Range :</i>	21	24
<i>Increment :</i>	2,830.36	3,272.76
<i>Step 1 :</i>	75,743.18	82,833.90
<i>Step 2 :</i>	78,573.54	86,106.66
<i>Step 3 :</i>	81,403.90	89,379.42
<i>Step 4 :</i>	84,234.26	92,652.18
<i>Step 5 :</i>	87,064.62	95,924.94
<i>Step 6 :</i>	89,894.98	99,197.70
<i>Step 7 :</i>	92,725.34	102,470.46
<i>Step 8 :</i>	95,555.70	105,743.22
<i>Step 9 :</i>	98,386.06	110,423.54

SALARY SCHEDULE
Effective: July 3, 2010
Covering Employee Relations Group: T

<i>Range :</i>	17	18	19
<i>Increment :</i>	2,896.02	3,036.42	3,187.95
<i>Step 1 :</i>	57,853.92	66,658.08	69,694.50
<i>Step 2 :</i>	60,749.94	69,694.50	72,882.45
<i>Step 3 :</i>	63,645.96	72,730.92	76,070.40
<i>Step 4 :</i>	66,541.98	75,767.34	79,258.35
<i>Step 5 :</i>	69,438.00	78,803.76	82,446.30
<i>Step 6 :</i>	72,334.02	81,840.18	85,634.25
<i>Step 7 :</i>	75,230.04	84,876.60	88,822.20
<i>Step 8 :</i>	78,126.06	87,913.02	92,010.15
<i>Step 9 :</i>	81,022.08	90,949.44	95,198.10

SALARY SCHEDULE
Effective: July 5, 2008
Covering Employee Relations Groups: V ♦ Y ♦ W

Range :	07	09	11	12	13	14
Increment :	1,093.22	1,203.59	1,324.26	1,389.81	1,462.12	1,534.68
Step 1 :	25,423.57	27,665.16	30,130.95	31,455.21	32,845.02	34,307.14
Step 2 :	26,516.79	28,868.75	31,455.21	32,845.02	34,307.14	35,841.82
Step 3 :	27,610.01	30,072.34	32,779.47	34,234.83	35,769.26	37,376.50
Step 4 :	28,703.23	31,275.93	34,103.73	35,624.64	37,231.38	38,911.18
Step 5 :	29,796.45	32,479.52	35,427.99	37,014.45	38,693.50	40,445.86
Step 6 :	30,889.67	33,683.11	36,752.25	38,404.26	40,155.62	41,980.54
Step 7 :	31,982.89	34,886.70	38,076.51	39,794.07	41,617.74	43,515.22
Step 8 :	33,076.11	36,090.29	39,400.77	41,183.88	43,079.86	45,049.90
Step 9 :	34,169.33	37,293.88	40,725.03	42,573.69	44,541.98	46,584.58
Step 10 :	35,262.55	38,497.47	42,049.29	43,963.50	46,004.10	48,119.26

Range :	15	16	17	18	19	20
Increment :	1,610.47	1,693.26	1,779.54	1,865.63	1,958.78	2,058.85
Step 1 :	35,841.82	37,452.29	39,145.55	40,925.09	42,790.72	44,749.50
Step 2 :	37,452.29	39,145.55	40,925.09	42,790.72	44,749.50	46,808.35
Step 3 :	39,062.76	40,838.81	42,704.63	44,656.35	46,708.28	48,867.20
Step 4 :	40,673.23	42,532.07	44,484.17	46,521.98	48,667.06	50,926.05
Step 5 :	42,283.70	44,225.33	46,263.71	48,387.61	50,625.84	52,984.90
Step 6 :	43,894.17	45,918.59	48,043.25	50,253.24	52,584.62	55,043.75
Step 7 :	45,504.64	47,611.85	49,822.79	52,118.87	54,543.40	57,102.60
Step 8 :	47,115.11	49,305.11	51,602.33	53,984.50	56,502.18	59,161.45
Step 9 :	48,725.58	50,998.37	53,381.87	55,850.13	58,460.96	61,220.30
Step 10 :	50,336.05	52,691.63	55,161.41	57,715.76	60,419.74	63,279.15

Range :	21	22	23	24	25	26
Increment :	2,162.27	2,269.19	2,382.98	2,500.22	2,627.82	2,758.90
Step 1 :	46,808.35	48,970.62	51,239.81	53,622.79	56,123.01	58,750.83
Step 2 :	48,970.62	51,239.81	53,622.79	56,123.01	58,750.83	61,509.73
Step 3 :	51,132.89	53,509.00	56,005.77	58,623.23	61,378.65	64,268.63
Step 4 :	53,295.16	55,778.19	58,388.75	61,123.45	64,006.47	67,027.53
Step 5 :	55,457.43	58,047.38	60,771.73	63,623.67	66,634.29	69,786.43
Step 6 :	57,619.70	60,316.57	63,154.71	66,123.89	69,262.11	72,545.33
Step 7 :	59,781.97	62,585.76	65,537.69	68,624.11	71,889.93	75,304.23
Step 8 :	61,944.24	64,854.95	67,920.67	71,124.33	74,517.75	78,063.13
Step 9 :	64,106.51	67,124.14	70,303.65	73,624.55	77,145.57	80,822.03
Step 10 :	66,268.78	69,393.33	72,686.63	76,124.77	79,773.39	83,580.93

SALARY SCHEDULE
Effective: July 5, 2008
Covering Employee Relations Groups: V ♦ Y ♦ W

Range :	27	28	29	30	31	32
Increment :	2,896.82	3,041.66	3,193.39	3,352.08	3,520.98	3,696.91
Step 1 :	61,509.73	64,406.55	67,448.21	70,641.60	73,993.68	77,514.66
Step 2 :	64,406.55	67,448.21	70,641.60	73,993.68	77,514.66	81,211.57
Step 3 :	67,303.37	70,489.87	73,834.99	77,345.76	81,035.64	84,908.48
Step 4 :	70,200.19	73,531.53	77,028.38	80,697.84	84,556.62	88,605.39
Step 5 :	73,097.01	76,573.19	80,221.77	84,049.92	88,077.60	92,302.30
Step 6 :	75,993.83	79,614.85	83,415.16	87,402.00	91,598.58	95,999.21
Step 7 :	78,890.65	82,656.51	86,608.55	90,754.08	95,119.56	99,696.12
Step 8 :	81,787.47	85,698.17	89,801.94	94,106.16	98,640.54	103,393.03
Step 9 :	84,684.29	88,739.83	92,995.33	97,458.24	102,161.52	107,089.94
Step 10 :	87,581.11	91,781.49	96,188.72	100,810.32	105,682.50	110,786.85

Range :	33	34	35
Increment :	3,879.70	4,076.25	4,276.24
Step 1 :	81,211.57	85,091.27	89,167.52
Step 2 :	85,091.27	89,167.52	93,443.76
Step 3 :	88,970.97	93,243.77	97,720.00
Step 4 :	92,850.67	97,320.02	101,996.24
Step 5 :	96,730.37	101,396.27	106,272.48
Step 6 :	100,610.07	105,472.52	110,548.72
Step 7 :	104,489.77	109,548.77	114,824.96
Step 8 :	108,369.47	113,625.02	119,101.20
Step 9 :	112,249.17	117,701.27	123,377.44
Step 10 :	116,128.87	121,777.52	127,653.68

SALARY SCHEDULE
Effective: December 23, 2006
Covering Employee Relations Group: X

Range :	20	23	24	25	27	28
Increment :	1,906.71	2,206.90	2,315.49	2,433.65	2,682.78	2,816.94
Step 1 :	38,111.60	44,122.34	46,329.24	48,644.73	53,633.44	56,316.22
Step 2 :	40,018.31	46,329.24	48,644.73	51,078.38	56,316.22	59,133.16
Step 3 :	41,925.02	48,536.14	50,960.22	53,512.03	58,999.00	61,950.10
Step 4 :	43,831.73	50,743.04	53,275.71	55,945.68	61,681.78	64,767.04
Step 5 :	45,738.44	52,949.94	55,591.20	58,379.33	64,364.56	67,583.98
Step 6 :	47,645.15	55,156.84	57,906.69	60,812.98	67,047.34	70,400.92
Step 7 :	49,551.86	57,363.74	60,222.18	63,246.63	69,730.12	73,217.86
Step 8 :	51,458.57	59,570.64	62,537.67	65,680.28	72,412.90	76,034.80
Step 9 :	53,365.28	61,777.54	64,853.16	68,113.93	75,095.68	78,851.74

Range :	29	30	31	32	33	35
Increment :	2,957.43	3,104.38	3,260.89	3,423.75	3,593.02	3,960.30
Step 1 :	59,133.16	62,090.59	65,194.97	68,455.86	71,879.61	79,247.71
Step 2 :	62,090.59	65,194.97	68,455.86	71,879.61	75,472.63	83,208.01
Step 3 :	65,048.02	68,299.35	71,716.75	75,303.36	79,065.65	87,168.31
Step 4 :	68,005.45	71,403.73	74,977.64	78,727.11	82,658.67	91,128.61
Step 5 :	70,962.88	74,508.11	78,238.53	82,150.86	86,251.69	95,088.91
Step 6 :	73,920.31	77,612.49	81,499.42	85,574.61	89,844.71	99,049.21
Step 7 :	76,877.74	80,716.87	84,760.31	88,998.36	93,437.73	103,009.51
Step 8 :	79,835.17	83,821.25	88,021.20	92,422.11	97,030.75	106,969.81
Step 9 :	82,792.60	86,925.63	91,282.09	95,845.86	100,623.77	110,930.11

Range :	36	38	40	43
Increment :	4,158.34	4,586.24	5,055.77	5,854.26
Step 1 :	83,208.01	91,735.50	101,137.99	117,078.22
Step 2 :	87,366.35	96,321.74	106,193.76	122,932.48
Step 3 :	91,524.69	100,907.98	111,249.53	128,786.74
Step 4 :	95,683.03	105,494.22	116,305.30	134,641.00
Step 5 :	99,841.37	110,080.46	121,361.07	140,495.26
Step 6 :	103,999.71	114,666.70	126,416.84	146,349.52
Step 7 :	108,158.05	119,252.94	131,472.61	152,203.78
Step 8 :	112,316.39	123,839.18	136,528.38	158,058.04
Step 9 :	116,474.73	128,425.42	141,584.15	163,912.30

SALARY SCHEDULE
Effective: June 29, 2013
Covering Employee Relations Group: Z

<i>Range :</i>	25	30	33	35	38
<i>Increment :</i>	2,433.65	3,104.38	3,593.02	3,960.30	4,586.24
<i>Step 1 :</i>	48,644.73	62,090.59	71,879.61	79,247.71	91,735.50
<i>Step 2 :</i>	51,078.38	65,194.97	75,472.63	83,208.01	96,321.74
<i>Step 3 :</i>	53,512.03	68,299.35	79,065.65	87,168.31	100,907.98
<i>Step 4 :</i>	55,945.68	71,403.73	82,658.67	91,128.61	105,494.22
<i>Step 5 :</i>	58,379.33	74,508.11	86,251.69	95,088.91	110,080.46
<i>Step 6 :</i>	60,812.98	77,612.49	89,844.71	99,049.21	114,666.70
<i>Step 7 :</i>	63,246.63	80,716.87	93,437.73	103,009.51	119,252.94
<i>Step 8 :</i>	65,680.28	83,821.25	97,030.75	106,969.81	123,839.18
<i>Step 9 :</i>	68,113.93	86,925.63	100,623.77	110,930.11	128,425.42
<i>Step 10 :</i>	-	90,030.01	104,216.79	114,890.41	-

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group: ZR

<i>Range :</i>	30	33	35	38
<i>Increment :</i>	3,190.29	3,692.46	3,960.30	4,586.24
<i>Step 1 :</i>	63,808.95	73,868.88	79,247.71	91,735.50
<i>Step 2 :</i>	66,999.24	77,561.34	83,208.01	96,321.74
<i>Step 3 :</i>	70,189.53	81,253.80	87,168.31	100,907.98
<i>Step 4 :</i>	73,379.83	84,946.25	91,128.61	105,494.22
<i>Step 5 :</i>	76,570.12	88,638.71	95,088.91	110,080.46
<i>Step 6 :</i>	79,760.41	92,331.17	99,049.21	114,666.70
<i>Step 7 :</i>	82,950.71	96,023.62	103,009.51	119,252.94
<i>Step 8 :</i>	86,141.00	99,716.08	106,969.81	123,839.18
<i>Step 9 :</i>	89,331.30	103,408.54	110,930.11	128,425.42
<i>Step 10 :</i>	92,521.59	107,100.99	114,890.41	-

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group: 1

<i>Range :</i>	24
<i>Increment :</i>	3,747.93
<i>Step 1 :</i>	76,281.92
<i>Step 2 :</i>	80,029.85
<i>Step 3 :</i>	83,777.78
<i>Step 4 :</i>	87,525.71
<i>Step 5 :</i>	91,273.64
<i>Step 6 :</i>	95,021.57
<i>Step 7 :</i>	98,769.50
<i>Step 8 :</i>	102,517.43
<i>Step 9 :</i>	106,265.36
<i>Step 10 :</i>	110,013.29

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group: 2

<i>Range :</i>	21
<i>Increment* :</i>	3,161.72
<i>Step 1 :</i>	64,445.50
<i>Step 2 :</i>	67,607.22
<i>Step 3 :</i>	70,768.94
<i>Step 4 :</i>	73,930.66
<i>Step 5 :</i>	77,092.38
<i>Step 6 :</i>	80,254.10
<i>Step 7 :</i>	83,415.82
<i>Step 8 :</i>	86,577.54
<i>Step 9 :</i>	89,739.26
<i>Step 10 :</i>	95,238.02

*** Increment from Step 9 to
Step 10 differs due to contract**

SALARY SCHEDULE
Effective: January 1, 2011
Covering Employee Relations Group: 4

<i>Range :</i>	27
<i>Increment :</i>	4,158.13
<i>Step 1 :</i>	84,389.00
<i>Step 2 :</i>	88,547.13
<i>Step 3 :</i>	92,705.26
<i>Step 4 :</i>	96,863.39
<i>Step 5 :</i>	101,021.52
<i>Step 6 :</i>	105,179.65
<i>Step 7 :</i>	109,337.78
<i>Step 8 :</i>	113,495.91
<i>Step 9 :</i>	117,654.04
<i>Step 10 :</i>	121,812.17

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group: 4A

<i>Range :</i>	26	29
<i>Increment :</i>	3,991.30	4,517.68
<i>Step 1 :</i>	81,060.35	91,571.13
<i>Step 2 :</i>	85,051.65	96,088.81
<i>Step 3 :</i>	89,042.96	100,606.49
<i>Step 4 :</i>	93,034.26	105,124.17
<i>Step 5 :</i>	97,025.57	109,641.85
<i>Step 6 :</i>	101,016.87	114,159.53
<i>Step 7 :</i>	105,008.18	118,677.21
<i>Step 8 :</i>	108,999.48	123,194.89
<i>Step 9 :</i>	112,990.79	127,712.57
<i>Step 10 :</i>	116,982.09	132,230.25

SALARY SCHEDULE
Effective: July 12, 2014
Covering Employee Relations Group 8

Range :	20	23	26
Increment *:	2,967.92	3,435.19	3,977.07
Step 1 :	60,565.00	69,921.19	80,748.77
Step 2 :	63,532.92	73,356.38	84,725.84
Step 3 :	66,500.84	76,791.57	88,702.91
Step 4 :	69,468.76	80,226.76	92,679.98
Step 5 :	72,436.68	83,661.95	96,657.05
Step 6 :	75,404.60	87,097.14	100,634.12
Step 7 :	78,372.52	90,532.33	104,611.19
Step 8 :	81,340.44	93,967.52	108,588.26
Step 9 :	84,308.36	97,402.71	112,565.33
Step 10* :	89,471.28	103,373.97	118,590.63

* Increment from Step 9 to Step 10 differs
due to contract

SALARY SCHEDULE
Effective: July 3, 2010
Covering Employee Relations Group 9

<i>Range :</i>	27
<i>Increment :</i>	3,616.09
<i>Step 1 :</i>	94,353.24
<i>Step 2 :</i>	97,969.33
<i>Step 3 :</i>	101,585.42
<i>Step 4 :</i>	105,201.51
<i>Step 5 :</i>	108,817.60
<i>Step 6 :</i>	112,433.69
<i>Step 7 :</i>	116,049.78
<i>Step 8 :</i>	119,665.87
<i>Step 9 :</i>	123,281.96

SINGLE RATES - FY2015
Effective: 7/12/2014

Range	Title Code	Title Name	Rate
A99	56348	Agency Services Representative Trainee	\$ 26,841.50
I99	33890	Agricultural Products Agent Trainee	\$ 39,023.13
FA99	55172	Campus Police Officer Recruit	\$ 40,000.00
E99	31865	Captain	\$ 111,135.46
E9 99	31865C	Captain 112 Day Pay Status	\$ 111,135.46
P99	10075	Clinical Psychiatrist Board Certified	\$ 203,492.70
P99	00468	Clinical Psychiatrist Board Eligible	\$ 191,899.84
P99	10074	Clinical Psychiatrist Post Certified	\$ 218,842.78
A99	21801	Communications Operator Trainee	\$ 36,158.14
FA99	32648	Conservation Officer Recruit	\$ 45,000.00
X99	00157	Consulting Physician Specialist	\$ 289.51/day
499	32660	Correction Major	\$ 118,624.50
L99	32641	Correction Officer Recruit	\$ 49,769.05
L99	55628	Correction Officer Recruit (Eff. 5/9/09)	\$ 40,000.00
L99	55629	Correction Officer Recruit Juvenile Justice Com	\$ 40,000.00
E99	31867	Lieutenant Colonel & Deputy Superintendent	\$ 122,526.83
E99	31866	Major	\$ 116,692.23
E99	31866C	Major 112 Day Pay Status	\$ 116,692.23
H99	32680	Medical Security Officer Recruit	\$ 40,777.30
F99	37593	Parole Officer Recruit (40)	\$ 57,064.10
F99	37593C	Parole Officer Recruit (40) Bilingual Span/Eng	\$ 57,064.10
F99	40803	Parole Officer Recruit, Juvenile Justice	\$ 57,064.10
F99	40803C	Parole Officer Recruit, Juvenile Justice Bi Lingua	\$ 57,064.10
FA99	55171	Police Officer Recruit, Human Services	\$ 40,000.00
A99	22530	Printing Machine Operator Trainee	\$ 26,841.50
P99	01383	Psychological Intern	\$ 36,457.97
O99	06229	Public Safety Telecommunicator Trainee	\$ 39,023.13
I99	56404	Safety Specialist Trainee DMV (40)	\$ 37,352.57
FA99	55173	State Park Police Officer Trainee	\$ 40,000.00
I99	56559	Technician Trainee, MVC (35)	\$ 31,780.78
I99	56556	Technician Trainee, MVC (40)	\$ 34,628.13

**TRAINEE TITLES
EFFECTIVE 07/12/2014**

Range Code	Title Code	Title	Minimum	Maximum
P 95	65960	AFFIRMATIVE ACTION SPECIALIST TRAINEE	\$ 43,094.21	\$ 45,053.25
P 95	55300	ANALYST TRAINEE	\$ 41,230.15	\$ 43,094.21
P 95	10247	AUDITOR ACCOUNTANT TRAINEE	\$ 43,094.21	\$ 45,053.25
P 95	50961	AUDITOR ACCOUNTANT TRAINEE	\$ 41,230.15	\$ 43,094.21
P 95	50969	AUDITOR TAXATION TRAINEE	\$ 49,263.43	\$ 51,529.95
P 95	50959	AUDITOR TAXATION TRAINEE	\$ 51,529.95	\$ 53,910.34
P 95	54892	BEHAVIOR SUPPORT TECHNICIAN TRAINEE	\$ 43,094.21	\$ 45,053.25
P 95	01750	BIOLOGIST TRAINEE	\$ 45,053.25	\$ 47,107.07
O 10	40349	BRIDGE OPERATOR TRAINEE	\$ 31,432.26	\$ 43,798.74
P 95	50090	BUDGET ANALYST TRAINEE	\$ 43,094.21	\$ 45,053.25
P 95	16270	CHEMICAL ENGINEER TRAINEE	\$ 45,053.25	\$ 47,107.07
P 95	01550	CHEMIST TRAINEE	\$ 43,094.21	\$ 45,053.25
P 95	14090	CIVIL ENGINEER TRAINEE	\$ 53,268.53	\$ 55,732.50
P 95	15843	CIVIL ENGINEER TRAINEE	\$ 48,686.39	\$ 50,930.39
P 95	64951	CLAIMS ADJUDICATOR TRAINEE DISABILITY DETERMINATIONS	\$ 45,053.25	\$ 47,107.07
P 95	64951C	CLAIMS ADJUDICATOR TRAINEE DISABILITY DETERMINATIONS BILINGUAL	\$ 45,053.25	\$ 47,107.07
Y 95	57096	DETECTIVE TRAINEE STATE INVESTIGATOR PUBLIC SAFETY	\$ 48,970.62	\$ 51,239.81
P 95	50107	DISASTER RECOVERY ANALYST TRAINEE	\$ 47,107.07	\$ 49,263.43
P 95	31970	DRIVER IMPROVEMENT ANALYST TRAINEE	\$ 41,230.15	\$ 43,094.21
P 95	16690	ELECTRICAL ENGINEER TRAINEE	\$ 53,268.53	\$ 55,732.50
P 95	64760	EMPLOYMENT COUNSELOR TRAINEE	\$ 43,094.21	\$ 45,053.25
P 95	64760C	EMPLOYMENT COUNSELOR TRAINEE BILINGUAL	\$ 43,094.21	\$ 45,053.25
P 95	64790	EMPLOYMENT SERVICES TRAINEE	\$ 41,230.15	\$ 43,094.21
P 95	64790D	EMPLOYMENT SERVICES TRAINEE VETERANS SERVICES	\$ 41,230.15	\$ 43,094.21
P 95	54247	ENVIRONMENTAL ENGINEER TRAINEE	\$ 53,576.14	\$ 55,732.50
P 95	12516	ENVIRONMENTAL SERVICES TRAINEE	\$ 45,053.25	\$ 47,107.07
P 95	16001	ENVIRONMENTAL SERVICES TRAINEE	\$ 43,094.21	\$ 45,053.25
P 95	62150	FAMILY SERVICE SPECIALIST TRAINEE	\$ 49,263.43	\$ 51,529.95
P 95	62150S	FAMILY SERVICE SPECIALIST TRAINEE BILINGUAL	\$ 49,263.43	\$ 51,529.95
P 95	54860	FINANCIAL EXAMINER TRAINEE	\$ 45,053.25	\$ 47,107.07
P 95	03174	GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST TRAINEE	\$ 47,107.07	\$ 49,263.43
P 95	12515	GEOLOGIST TRAINEE	\$ 53,796.49	\$ 56,063.02
Y 95	40454	HUMAN RESOURCE CONSULTANT TRAINEE	\$ 39,145.55	\$ 40,925.09
I 95	53707	INSPECTOR TRAINEE	\$ 33,908.83	\$ 35,406.72
P 95	61380	INSTRUCTOR-COUNSELOR TRAINEE	\$ 41,230.15	\$ 43,094.21
P 95	55270	INSURANCE ANALYST TRAINEE	\$ 45,053.25	\$ 47,107.07
P 95	55081	INSURANCE EXAMINER TRAINEE	\$ 47,107.07	\$ 49,263.43
P 95	56788	INVESTIGATOR TRAINEE	\$ 43,094.21	\$ 45,053.25
P 95	33854	INVESTIGATOR TRAINEE LAW AND PUBLIC SAFETY	\$ 40,821.93	\$ 42,667.53
P 95	51590	INVESTIGATOR TRAINEE TAXATION	\$ 43,094.21	\$ 45,053.25
P 95	54140	LABOR MARKET ANALYST TRAINEE	\$ 43,094.21	\$ 45,053.25
P 95	10690	LANDSCAPE DESIGNER TRAINEE	\$ 47,107.07	\$ 49,263.43
P 95	16890	MECHANICAL ENGINEER TRAINEE	\$ 53,268.53	\$ 55,732.50
P 95	03112	OCCUPATIONAL HEALTH CONSULTANT TRAINEE	\$ 41,230.15	\$ 43,094.21
P 95	53650	PENSIONS BENEFITS SPECIALIST TRAINEE	\$ 41,230.15	\$ 43,094.21
Y 95	63340	PERSONNEL AND LABOR ANALYST TRAINEE	\$ 42,790.72	\$ 44,749.50
Y 95	63250	PERSONNEL TRAINEE	\$ 39,145.55	\$ 40,925.09
P 95	16470	PLANNER TRAINEE	\$ 45,053.25	\$ 47,107.07
P 95	64491	PROGRAM SPECIALIST TRAINEE	\$ 41,230.15	\$ 43,094.21
P 95	56720	RATE ANALYST UTILITIES TRAINEE	\$ 43,094.21	\$ 45,053.25
P 95	57061	REALTY SPECIALIST TRAINEE TRANSPORTATION	\$ 41,230.15	\$ 43,094.21
P 95	03150	REGISTERED ENVIRONMENTAL HEALTH INSPECTOR TRAINEE	\$ 43,094.21	\$ 45,053.25
P 95	60050	SOCIAL WORKER TRAINEE	\$ 41,230.15	\$ 43,094.21
P 95	60050C	SOCIAL WORKER TRAINEE BILINGUAL	\$ 41,230.15	\$ 43,094.21
FA95	51342	SPECIAL AGENT TRAINEE	\$ 50,492.93	\$ 53,017.96
Y 95	50842	STATE BUDGET SPECIALIST TRAINEE	\$ 44,749.50	\$ 46,808.35
Y 95	56313	STATE INVESTIGATOR TRAINEE LAW AND PUBLIC SAFETY	\$ 40,925.09	\$ 42,790.72
P 95	51400	TAX REPRESENTATIVE TRAINEE	\$ 43,094.21	\$ 45,053.25
Y 95	63220	TEST DEVELOPMENT SPECIALIST TRAINEE	\$ 39,145.55	\$ 40,925.09

STATE BENEFITS PROGRAMS

In addition to the salary programs, State employees are entitled to a number of benefits programs. The details of these benefits programs are set forth in various statutes, regulations and collective negotiations agreements. However, this Appendix summarizes the programs that are currently available and provides the sources for further information.

The following programs are administered in accordance with Civil Service Commission regulations:

Supplemental Compensation on Retirement - Eligible retirees are entitled to one half pay for unused accumulated sick time at retirement, up to a maximum of \$15,000.

Vacation Leave - One day per month during initial employment. On January 1 following appointment, the career service employee receives 12 days per year. After five years of employment, the employee is credited with 15 days per year; after twelve years 20 days; and after twenty years 25 days. One year's allowance of unused vacation leave may be carried over to the next year. Employees are paid for unused days upon termination or retirement. In some departments, unclassified employees have vacation leave entitlements based on a plan specific to that department.

Administrative Leave - One half day per month during initial employment, up to three days. The employee is credited with three days per year thereafter. Administrative leave may be used for personal business and can be used in conjunction with vacation leave. Administrative leave does not accumulate.

Sick Leave - One day per month during initial employment. On every January 1 following appointment, the employee is credited with 15 days per year. Unused sick days accumulate from year to year with no limit on accumulation.

School Volunteer Leave – State employees in the career, senior executive and unclassified services are entitled to paid leave of up to 20 hours per calendar year to volunteer in an academically beneficial school activity in New Jersey approved by the local board of education or other administrative authority of the school.

Jury Duty - Employees receive full pay while serving on jury duty.

Military Leave - Permanent employees who belong to the NJ National Guard receive full pay for all mandatory duty up to 90 days per year. Members of the Reserves receive full pay for time spent in unit field training operations. Leave without pay is available for other types of military service, and differential pay is provided for participants in specified military operations in accordance with Executive Orders by the Governor.

Convention Delegate Leave - Delegates to conventions of specified organizations, receive up to five days with pay to attend the convention for that organization.

Athletic Competition Leave - Members of the United States team for athletic competition at the world, Pan American or Olympic level, in a sport contested in either the Pan American or Olympic games, receive full pay for up to 90 calendar days for training camp and competition combined.

Emergency Civilian Duty - Career employees are given time off with pay to perform emergency civilian duty in relation to national defense or other emergency when so ordered by the Governor or by the President of the United States.

Leave to Appear as a Witness - Employees are granted time off with pay to appear as a witness or a party before a judicial or administrative body or legislative committee when such appearance is part of the job function. Leave with pay is also granted when employee is summoned as a witness in a proceeding to which he or she is not a named party.

Donated Leave Program - This program allows State employees to voluntarily donate a portion of their earned sick and/or vacation time to other State employees who have exhausted their own earned leave time and who are suffering from a catastrophic health condition or injury which mandates the employee's prolonged absence from work; or is needed to provide care to a member of the employee's immediate family who is suffering from a catastrophic health condition or injury; or requires absence from work due to the donation of an organ (which shall include, for example, the donation of bone marrow).

Voluntary Furlough Program - This program allows employees to take up to 30 days (extensions up to 60 days may be requested) off from work without pay in a calendar year without adversely affecting the accrual of leave time or seniority. Effective January 1, 2011, an employee who wishes to extend a voluntary furlough beyond 30 days may request up to 60 days' furlough extension leave without pay. The employee may continue health benefits by paying the full premium amount (employer's and employee's share) for the furlough extension days.

Leaves Without Pay - Employees with permanent status may be granted leaves of absence without pay for a period not to exceed one year. Leaves may be extended beyond one year for exceptional circumstances.

Education Leave - Employees may be granted leaves with or without pay for the purpose of obtaining training that is of direct value to the State but is not available through State in-service training programs.

Tuition Aid Program - Subject to available appropriations, eligible employees are provided tuition aid to complete required course work at accredited educational institutions which relates to current or planned job responsibilities.

Employee Interchange Program - This program allows employees to participate in an interchange program with any federal, State or local governmental or private sector entity with the intent to improve the management of government through shared experience, communication and learning.

The following programs are administered by the Division of Pensions and Benefits, Department of the Treasury, in accordance with applicable statutory and regulatory provisions. For more detailed information, please Visit the Division of Pensions and Benefits Web site at <http://www.state.nj.us/treasury/pensions/>:

- **State Health Benefits Program**
- **Employee Prescription Drug Plan**
- **Employee Dental Plans**
- **State-Administered Retirement Systems**
- **Group Life Insurance**
- **New Jersey State Employees Deferred Compensation Program**
- **Supplemental Annuity Collective Trust of New Jersey (SACT)**
- **State Employees Tax Savings Program (Tax\$ave)**
- **New Jersey State Employees Commuter Tax Savings Program (Commuter Tax\$ave)**

The following programs are administered by each State appointing authority in accordance with provisions set forth in collective negotiations agreements:

Clothing Maintenance Allowance - This benefit is provided to certain State employees. Eligibility and amounts are established in accordance with contractual provisions.

Tool Allowance - This benefit is provided to certain State employees. Eligibility and amounts are established in accordance with contractual provisions.

Eye Care Program - This benefit is provided to all eligible State employees and their dependents, and offers reimbursement toward the cost of eye examinations and prescription lenses.

Other benefit programs are as follows:

Holidays - The following holidays are observed:

New Year's Day; Martin Luther King Day (Third Monday in January); President's Day (Third Monday in February); Good Friday; Memorial Day (Last Monday in May); Independence Day; Labor Day (First Monday in September); Columbus Day (Second Monday in October); Election Day; Veteran's Day; Thanksgiving; and Christmas.

Any holiday which falls on a Saturday will be observed the preceding Friday. Any holiday which falls on a Sunday will be observed the following Monday.

Workers' Compensation - This benefit is provided to employees who are injured or who contract an occupational disease while working. The benefits include medical care, temporary disability payments and compensation for a resulting permanent disability. This program is administered through the Division of Risk Management, Department of the Treasury, in accordance with applicable statutory and regulatory provisions.

Temporary Disability Insurance Program - This program provides cash benefits when an employee cannot work due to illness or injury which is not work-related. It is administered by the Division of Temporary Disability Insurance, Department of Labor, in accordance with applicable statutory and regulatory provisions.

Child Care Assistance - At some State locations, on-site day care centers are provided at a reduced rate. Human Resource staffs are familiar with these programs, where available.

Family Leave - Under the New Jersey Family Leave Act, eligible employees receive up to 12 weeks of leave to provide care for a newborn or newly adopted child, or for a family member with a serious health condition. Under the Federal Family and Medical Leave Act, eligible employees also receive up to 12 weeks' leave for their own serious health condition. The employee may use paid leave, but must meet the requirements for the type of paid leave used. Whether paid or unpaid, health benefits and seniority are continued during the family leave.

Family Leave Insurance

The Family Leave Insurance benefits program became effective July 1, 2009 and provides covered individuals income replacement benefits.

Family Leave Insurance benefits can be claimed in order to

- **Bond with a child** during the first 12 months after the child's birth or the first 12 months after the placement of the child for adoption with the covered individual; or to
- **Care for a family member** with a serious health condition

The Insurance is 100% funded by employee contributions through payroll deductions beginning January 1, 2009. For more information on Family Leave Insurance, refer to the Department of Labor and Workforce Development's website at: <http://lwd.dol.state.nj.us/labor/fli/fliindex.html>

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